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THE EFFECT OF COMPENSATION ON VOLUNTARY SEPARATION OF **NAVY ENLISTED PERSONNEL** 

By D. K. Adie and I. A. Ghazalah

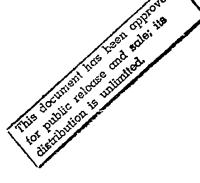
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# THE EFFECT OF COMPENSATION ON VOLUNTARY SEPARATION OF NAVY ENLISTED PERSONNEL

By D. K. Adie and I. A. Ghazalah

FINAL REPORT MAY 1980



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VOLUME II

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#### DATA SPECIFICATIONS, SOURCES AND PROCESSING

The study defines, computes, and tries to explain the quit rate of enlisted personnel in 37 Navy ratings over the time period extending from April 1973 through September 1978 using quarterly data. Before adjustments, semi-armual and quarterly data for Navy ratings-quits, Basic Pay, and Basic Allowance for Quarters--were collected from January 1, 1973 through December 1978 for four personnel categories. 1

Personnel Category I was for those with less than 39 months service for semi-annual observations and less than 42 months service for quarterly observations.

Personnel Category II was for those with 39-48 months service for semi-annual observations and for 42-48 months service for quarterly observations.

Personnel Category III was for those with 49-143 months service.

Personnel Category IV included all personnel in Categories I, II, and III.

<sup>&</sup>lt;sup>1</sup>Data obtained from the Defense Manpower Data Center (Monterey, California) were on semi-annual basis for the period January 1973 through June 1975, and quarterly for the period July 1975 through December 1978. The last quarterly data series were incomplete and hence were omitted. All semi-annual data were converted to quarterly data. The conversion procedure required the loss of the first quarter of 1973. The conversion procedure is described under item "10. Time Periods" in this Appendix.

#### Navy Quit Rates

 $\operatorname{Quits}^2$  are voluntary separations from the Navy as defined under certain separation codes. (See Table A-1, Appendix A, for a list of separation codes used to define quits.) These quits were expressed as a percentage of the base population by dividing them by the average number in the population over the period. To convert these fractions of population per period into percentages of population per year, the fractions were multiplied by 100, then multiplied again by 2 for semiannual observations, and by 4 for quarterly observations.

Quit rate data were coded as in the following array:

i: 1, 2, . . . where i = rating: q<sub>iit</sub> j = category: j: 1, 2, 3, 4 t: 1, 2, . . .

t = time period:

#### General Economic Conditions<sup>3</sup>

In the private sector, there is a close relationship between economic conditions and the quit rate for all manufacturing. Private sector workers, when they can make their decisions freely, respond to existing economic situations in their plant, industry, or occupation by quitting or not quitting. The quit rate under such circumstances may be one of

<sup>&</sup>lt;sup>2</sup>Due to restrictions imposed by original data collection procedures, quits were attributed to the rating originally entered by enlisted personnel.

<sup>&</sup>lt;sup>3</sup>Douglas K. Adie, An Evaluation of Postal Service Wage Rates; the American Enterprise Institute, Washington, D.C., 1977, pp. 113-114.

the best measures of workers' attitudes concerning the economy. In a tight labor market many job opportunities exist for workers, so the quit rate tends to be high. Conversely, when the labor market is slack, fewer job opportunities exist elsewhere, so workers are more concerned about job security and quit less frequently. This, of course, assumes that workers are allowed to make up their minds freely under institutional arrangements where there are few if any barriers to quitting or staying. Also, in a tight labor market, employers cannot always afford to reject the poor or doubtful applicants who subsequently quit, while in slack labor markets, they can be more selective.

The quit rate for all manufacturing scores high as an indicator of economic activity: 71 out of 100 on the scale adopted by Moore and Shiskin,  $^4$  compared to 62 for the unemployment rate, 74 for GNP in current dollars, and 69 for total non-agricultural employment.  $^5$ 

According to time trend studies, changes in the quit rate precede changes in aggregate economic activity during periods of expansion, but remain quite close to movements in aggregate economic activity during periods of contraction. It is more costly for an employer to maintain low quit rates during periods of general economic expansion than during periods of contraction. Moreover, because of the downward rigidity

<sup>&</sup>lt;sup>4</sup>Geoffrey H. Moore and Julius Shiskin, <u>Indicators of Business Expansions and Contractions</u>, National Bureau of Economic Research, Columbia University Press, New York, 1967, Occasional Paper 103.

<sup>&</sup>lt;sup>5</sup>See Paul A. Armknecht and John E. Early, "Quits in Manufacturing--A Study of Their Causes," <u>Monthly Labor Review</u>, November 1972, p. 31.

<sup>&</sup>lt;sup>6</sup>Herbert S. Parnes, "The Labor Force and Labor Market," <u>Employment</u> Relations Research (New York: Harper and Brothers, 1960), p. 36.

in wages, an employer, by trying to maintain low quit rate during a cyclical upswing, would continue to face relatively higher wages beyond the expansion period.

The policy implications of the influence on the quit rate in an individual Navy rating of the business cycle, therefore, may be different from those of the relative military-civilian compensation.

In order to measure the effect of relative compensation on quit rates in Navy ratings, this study separates the influence of the level of general economic activity using the out rate for all manufacturing as a business cycle indicator. The monthly quit rates for all manufacturing are listed in Table B-1. To create the observations for our time periods, we took averages of monthly observations over each of the equivalent periods.

The ratio 6: compensation in the Navy to a selected private sector equivalent is used to compute the influence of changes in relative compensation in quits in Navy ratings. Two measures of compensation were used for a Navy rating. The first is Basic Pay, which is an average of the compensation of all personnel in the base of the rating and category. The second is Regular Military Compensation and reenlistment bonuses, similarly calculated by rating and category.

#### 3. Basic Pay

Basic Pay depends on pay grade and seniority. Unfortuantely, pay does not rise linearly with these variables, so average on pay grades and seniority are not sufficient for calculating average basic pay

from the basic pay table. To do this, we took a weighted average. This weighted average was calculated in the following manner. First, form the following matrix of  $\mathbf{x}_{k,1}$  for a rating i, category j, and time period t, where  $\mathbf{x}_{k,1}$  is the number of personnel in category k,l.

#### Distribution of Personnel (From Population as Defined Above) Rating i, Category j, Time Period t

Pay Grade	Under 2	2- Under 3	3-	niority - 4- Under 6	6-	8- Under 10	10- Under 12
E-1 E-2	× <sub>1,1</sub>	x <sub>1,2</sub>	<sup>x</sup> 1,3	x <sub>1,4</sub>	x <sub>1,5</sub>	×1,6	x <sub>1,7</sub>
E-3							
E-4							
E-5							
E-6							
E-7							
E-8							
E-9	<sup>x</sup> 9,1	<sup>x</sup> 9,2	<sup>x</sup> 9,3	<sup>*</sup> 9,4	<sup>X</sup> 9,5	<sup>x</sup> 9,6	x <sub>9,7</sub>

Now, to calculate the percentage of personnel in each "cell", take the sum of the total,

$$x = \frac{\Sigma}{k,1}$$
  $x_{k,1}$ 

Divide each  $x_{k,1}$  by x

i.e. 
$$\frac{x_{k,1}}{x} = \psi_{k,1}$$

to form new matrix:

Now, for each t, there is a pay schedule arranged by seniority and pay grade (see Table B-2), which can be put in matrix form:

$$Y = \begin{bmatrix} y_{1,1} & \dots & y_{1,7} \\ \vdots & & \ddots & \vdots \\ y_{k,1} & & \vdots \\ y_{9,1} & & y_{9,7} \end{bmatrix}$$

To get a time series of weighted average basic pay for each rating i, category j, multiply the elements from the distribution of personnel by the corresponding element in the pay schedule matrix, in effect for the same time period:

$$\sigma_{i,j,t} = \sum_{k,l} \psi$$
 .  $y_{kl}$  for each i, j, t.

 $\sigma_{i,j,t}$  is the weighted average basic pay for personnel in <u>i</u> rating, <u>i</u> category, and <u>t</u> time period.

The second compensation measure includes Basic Allowance for Quarters, Basic Allowance for Subsistence, the Federal Income Tax Advantage, and Bonus Plans for retention. The Bonus Plans over the period examined

are the Regular Reenlistment Bonus, the Variable Reenlistment Bonus, and the Selective Reenlistment Bonus. Each of these types of compensation were computed separately for each rating and personnel category. Their computations will be discussed in turn.

#### 4. Basic Alluwance for Quarters

Quarters allowances depend on the pay grade and on whether or not the enlisted member has dependents. Unfortunately, these allowances are not linearly related to either dependency or pay grades so a weighted average rust be calculated with the dependency allowance schedule (Table B-3) and a distribution of personnel. The distribution mas arrayed in a table as follows for a rating it category j, and time period t.

Distribution of Personnel (From Population Defined Above)
Rating i. Category j, Time Period t

!Jepa	ndents
0	1 or more
Z <sub>1.1</sub>	z <sub>z,2</sub>
•	
•	•
•	_
•	•
•	_
_	
9.1	z <sub>9,2</sub>
	Zi,!

To calculate the percentage of enlisted personnel in each cell, take the sum of all cells:

$$z = \sum_{m,1} z_{m,1}$$
  $m = 1, \ldots, 9$  (pay grade)  $1 = 1, 2, \ldots$  (dependents index). Divide each  $z_{m,1}$  by  $z$  i.e.  $\frac{z_{m,1}}{z} = \phi_{m,1}$ 

to form a new matrix:

$$\phi = \begin{bmatrix} \phi_{1,1} & \cdots & \phi_{1,2} \\ \vdots & & \ddots & \vdots \\ \phi_{m,1} & \vdots & \vdots \\ \vdots & & \ddots & \vdots \\ \phi_{9,1} & \cdots & \phi_{9,2} \end{bmatrix}$$
 (for each i, j, and t).

Now, for each  $\underline{t}$ , there is a <u>Quarters Allowance</u> schedule arrayed by dependency category and pay grade which can be put in matrix form as follows:

$$W = \begin{bmatrix} w_{1,1} & \cdots & w_{1,2} \\ \vdots & & \ddots & \\ \vdots & & w_{m,1} & \vdots \\ w_{9,1} & & w_{9,2} \end{bmatrix}$$

To get a time series of weighted average <u>Quarters Allowance</u> for each rating i, category j, multiply the elements from the distribution of personnel, , by the corresponding element in the quarters allowance matrix, W, in effect for the same time period:

i.e.  $\alpha_{i,j,t} = \sum_{m,1} \phi_{m,1} W_{m,1}$  for each i, j, t.

where  $\alpha_{i,j,t}$  is the weighted average quarters allowance for personnel in i rating, j category, and t time period.

 $\sigma_{ijt}$  and  $\alpha_{ijt}$  were calculated using matrices Y and W, and matrices  $\psi$  and  $\phi$ , which were generated from personnel file data by the Defense Manpower Data Center, Monterey, California.

#### 5. Basic Allowance for Subsistence

The Basic Allowance for Subsistence for those not eating in a mess hall is a cash payment. The monthly rate is listed in Table B-4.

#### 6. Federal Income Tax Advantage

The Federal Income Tax Advantage is the dollar savings in taxes resulting because some of the payments received by enlisted personnel are in-kind equivalents and consequently non-taxable.

In order to determine the Federal Tax Advantage by personnel category in each of the ratings and for each of the time periods, we used the following procedure:

(a) We assumed the following average years of service for each of the four personnel categories: under 2 years for Personnel Category I: 3 under 4 years for Personnel Category II: 6 under 8 years for Personnel Category III; and 4 under 6 years for Personnel Category IV (the combination of Categories I, II, and III).

- (b) Using the assumed years of service by personnel category, the Basic Pay Schedules (Tables B-2) and the average Basic Pay by rating and personnel category, we were able to calculate an average pay grade for each personnel category in each rating and time period.
- (c) The calculated average pay grades were used to calculate the monthly Federal Income Tax Advantage for each personnel category in each rating for each time period using the following formula:

For each period i where i = 1, . . . , the monthly Federal Income Tax Advantage,  $MTA_i$ , is:

$$MTA_{i} = MTA_{8} \times \frac{BAQ_{i} + BAS_{i}}{BAQ_{8} + BAS_{8}}$$

where BAQ = Basic Allowance for Quarters

BAS = Basic Allowance for Subsistence

The period 8 used as the base period is October - December 1975.

The following table shows the data for this base period. The generated schedule of Federal Income Tax Advantage by pay grade and time period is shown in Table B-5 in this appendix.

FEDERAL INCOME TAX ADVANTAGE, BASIC ALLOWANCE FOR QUARTERS, AND BASIC ALLOWANCE FOR SUBSISTENCE OCTOBER - DECEMBER 1975

Pay Grade	Federal Income Tax Advantage	Basic Allowance for Quarters	Basic Allowance for Subsistence
	(monthly)	(monthly)	(monthly)
E-1	\$24.33	\$116.10	\$76.95
E-2	25.50	116.10	76.95
E-3	28.17	116.10	76.95
E-4	44.50	153.60	76.95
E-5	50.83	166.20	76.95
E-6	51.42	178.80	76.95
Ę-7	51.42	178.80	76.95
E-8	53.67	190.80	76.95
E-9	88.83	204.00	76.95

Source: Department of Defense, <u>Military Compensation Background Papers</u>, August 1976.

#### 7. Reenlistment Bonuses

Over the period examined, there were three bonus programs: the Regular Reenlistment Bonus, the Variable Reenlistment Bonus, and the Selective Reenlistment Bonus. All bonus factors have been expressed in terms of the fraction of a month's pay the enlisted person in the particular rating received because of the program. The periods for which the programs were effective had some overlap. Where there was overlap, the factors were added to calculate a total monthly bonus factor. These factors were multiplied by the relevant monthly Basic Pay

to calculate the monthly dollar value of the bonus. Applicable bonuses were then added to components of the Regular Military Compensation (RMC) to calculate the second measure of military compensation by personnel category, rating, and time period. The reenlistment bonus programs apply only to personnel in Categories II and III.

#### (a) Regular Reenlistment βonus

This bonus program is described in Military Compensation Background Papers (p. 114). The program terminated May 31, 1974 and so is only included in our time periods 73 A, 73 B, and 74 A. While one period 74 A extends till the end of June, the program terminated at the end of May. We have made no adjustment for this because we believe that recruits contemplating reenlistment could have reenlisted earlier and qualified under the program if they wanted to and so reenlistments would have bunched up before the termination date. The regular reenlistment bonus schedule is as follows:

1 month pay/year at first term reenlistment,

2/3 month pay/year at second term reenlistment,

1/3 month pay/year at third term reenlistment,

1/6 month pay/year beyond third term reenlistment.

Personnel in Latedory I have 0-4 years seniority which takes place for the most part before their first term reenlistment. Category II personnel are at their first reenlistment. They have the opportunity

Department of Defense, Military Compensation Background Papers, August, 1976.

for a bonus of one month's pay per year over the term for which they reenlist. Those in Category III (under 12 years service) are in their second term (approximately 4-8 years service and are in their first reenlistment period) are receiving one month/year pay bonus or are in their third term (approximately 8-12 years service and are in their second reenlistment period) and are receiving 2/3 month/year pay bonus. This bonus may be spread out over the period or paid at the time of reenlistment as a lump sum. We treated these bonuses as if they were spread out evenly over the reenlistment period and paid in monthly installments as a fraction of monthly Basic Pay.

For Category II, the monthly bonus factor is 1/12 or .08333.

For Category III, we used a weighted average of 1/12 or .3333 and 2/3 of 1/12 or .05554. The weights represent the approximate fraction of recruits in Category III in the first and second reenlistment periods respectively. The weights are .6 and .4 for the first and second reenlistment periods respectively. The resulting monthly bonus factor for Category III is .07222.

#### (b) Variable Reenlistment Bonus

The Variable Reenlistment Bonus System was an attempt to recognize the recruitment problems encountered in some ratings and counteract them with reenlistment bonuses. Table B-6 contains factors which are multiplied by the recular reenlistment bonuses to get the Variable Reenlistment Bonus factors.

This benus is paid in addition to the Regular Reenlistment Bonus but only to first term reenlistees. The program began August 23, 1965

and terminated May 31, 1974. It ran concurrently with the Regular Reenlistment Bonus over time periods 1973 A, 1973 B, and 1974 A. Since it applied to personnel in Category II, the factors in Table B-6 were multiplied by .08333, the Regular Reenlistment monthly bonus factor for Category II, to get a monthly bonus factors under the Variable Reenlistment Bonus pr am in Table B-7.

Since our Category III personnel have a length of service running from approximately 4-12 years, those personnel with service between 4-8 years will be in their first reenlistment term and receiving the Variable Reenlistment Bonus. Those with service of 8-12 years will be in their second reenlistment term and will not be receiving this bonus. As for the Regular Reenlistment Bonus, we assumed that .6 of personnel in Category III have 4-8 years service and .4 of the personnel 8-12 years. Using these numbers to weight the bonuses yields the monthly bonus factor for personnel in Category III under the Variable Reenlistment Bonus program. The factors are .6 times the factors for the corresponding personnel in Category III. These factors are listed in Table B-8.

#### (c) Selective Reenlistment Bonus

This bonus system began in October 1973 and so was operational for one-half of the period 1973 B. Whether an enlisted person's period of enlistment expired before the system went into effect or afterwards would determine whether or not he received the bonus. Those up for reenlistment during this period would be affected in their dec sion whether or not to reenlist.

This bonus system was composed of factors which indicated the number of months bonus per year for the duration of the reenlistment period. Consult Table B-9 for these factors. Since Zone A applies to reenlistments falling between 21 months and 6 years, Category II personnel receive bonuses from Zone A of Table B-9. To convert these annual bonuses into monthly equivalents, they were divided by 12 and are listed in Table B-10.

Zone B of Table B-9 applies to reenlistees having between 6 and 10 years of active service. In our Category III, most personnel would have received Zone A bonuses if they were in critical skills; some, however, would have received Zone B bonuses. We assumed that on average Zone A bonuses were paid to .6 and Zone B bonuses to .4 of the personnel in Category III. To calculate Category III monthly bonus factors, we multiplied Zone A bonus factors by .6 and Zone B bonus factors by .4 and summed to calculate the weighted average bonus factor. To convert this factor into a monthly bonus factor, we multiplied it by 1/12. These factors are listed in Table B-11.

! the Selective Reenlistment Bonus program begins in the middle of our time period 73 B and changes on a fiscal year basis in October, so adjustments had to be made for our time periods 1973 B and 1974 B which do not fall neatly within bonus rate periods. Table B-12 indicates how bonuses were used to calculate the factors for our time periods.

Now we have described how all bonus plans have been translated into monthly bonus factors. For each time period, personnel category, and rating, the factors for each program were added to calculate an aggregate monthly bonus factor. These are listed in Table B-13.

#### 8. Regular Military Compensation (RMC) and Bonuses

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<u>∢</u>'s **4**3 Now we are in a position to calculate a monthly compensation which includes Basic Pay, Basic Allowance for Quarters, Basic Allowance for Subsistence, the Federal Income Tax Adjustment, and bonuses. The bonuses which are expressed as factors are multiplied by the monthly basic pay to get the amount of monthly reenlistment bonus. The other forms of compensation are all expressed in terms of dollars per month. All these other forms expressed in dollars per month can be added to the monthly basic pay to obtain the RMC plus bonuses measure of military compensation. This was done as follows:

For each personnel category in each of the ratings, bonuses by individual reenlistment bonus program were calculated for each of the time periods as a fraction of the applicable basic pay. The fractions were then added to obtain a factor covering all applicable bonuses for each personnel category in each rating and time period. In order to arrive at the total monthly bonus figure in dollars (by personnel category in each rating and time period), the factor was multiplied by the respective basic pay figure. This monthly reenlistment bonus figure was then added in each case to the applicable basic pay along with Basic Allowance for Quarters, Basic Allowance for Subsistence, and the Federal Income Tax Adjustment.

#### 9. Private Sector Earnings

Private sector earnings were chosen from the SIC (Standard Industrial Classification) group that would contain a sizable proportion of workers having skills similar to a particular Navy rating. The SIC earnings apply to all workers in the industry, not just those having the similar occupations. Continuous data for private sector occupations were not available. This is why industry equivalents were used.

Table A-2 (Appendix A) lists Navy ratings and the SIC group (codes and descriptions) used to calculate equivalent private sector earnings. Table B-14 lists the earnings data by SIC code for each of the time periods.

#### 10. Time Pariods

The time periods used for observations have changed in the course of this project. Navy personnel data originally sought from the Defense Manpower Data Center, Monterey, California, covered 21 observations as listed in column (1) of Table B-15. Observation 21, January - March 1979, was unavailable. Observations 5 and 7, January - March 1975 and April - June 1975, came as one observation for a half-year, January - June 1975. This left us with the 19 observations in column (2) of Table B-15. The nineteenth observation for many quit rates was incomplete and had to be dropped. So this left the first 18 observations of column (2).

Next, in order to adjust for serial correlation through a differencing technique, it was necessary that observations refer to the same interval of time--i.e., quarterly time periods. The first six observations in column (2) are semi-annual observations. To convert these to quarterly observations, we used the following formulae where the first five semi-annual observations are  $x_1 \ldots x_5$  and these are converted into 9  $(y_1 \ldots y_9)$  quarterly observations spanning the same time period where the first quarter is dropped:

$$y_{1} = \frac{3x_{1} + x_{2}}{4}$$

$$y_{2} = \frac{x_{1} + 3x_{2}}{4}$$

$$y_{3} = \frac{3x_{2} + x_{3}}{4}$$

$$y_{4} = \frac{x_{2} + 3x_{3}}{4}$$

$$y_{5} = \frac{3x_{3} + x_{4}}{4}$$

$$y_{6} = \frac{x_{3} + 3x_{4}}{4}$$

$$y_{7} = \frac{3x_{4} + x_{5}}{4}$$

$$y_{8} = \frac{x_{4} + 3x_{3}}{4}$$

$$y_{9} = \frac{2x_{5} + x_{6}}{3}$$

The final number of observations was 22 as listed in column (3) of Table B-15. All data were converted in this manner before use in the regression analysis.

Table B-16 lists quit rates and relative compensation by personnel category in each of the 37 ratings included in the study.

TABLE B-1

ALL MANUFACTURING QUITS\*

(SEASONALLY ADJUSTED)

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1969	2.7	2.7	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.6
1970	2.4	2.5	2.3	2.3	2.1	2.2	2.1	2.0	2.0	1.9	1.8	1.9
1971	1.8	1.7	1.7	1.7	1.8	1.8	1.8	1.8	1.8	1.8	<u>1</u> .9	1.9
1972	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.2	2.3	2.3	2.5	2.6
1973	2.8	2.9	2.9	2.8	2.8	2.8	2.7			2.9	2.9	2.7
1974	2.7	2.8	2.7	2.6	2.6	2.5	2.5	2.3	2.3		1.8	1.7
1975	1.4	1.3	1.2	1.2	1.3	1.4	1.4	1.5	_	_	1.6	1.5
1976	1.6	1.7	1.9	1.8	1.7	1.7	1./	1.7	1.7	1.6	1.6	1.7
1977	1.9	1.9	1.8	1.8	1.9	1.8	1.8	1.8	1.9	1.9		2.0
1978	2.0	2.0	2.0	2.2	2.1	2.1	2.0	1.9	2.0	2.3	2.2	2.2

<sup>\*</sup>Bureau of Labor Statistics, Employment and Earnings.

TABLE B-2

# BY PAY GRADE AND YEARS OF SERVICE JANUARY 1973 - Narch 1979

1.1 (1.1 (1.1 (1.1 (1.1 (1.1 (1.1 (1.1	Pay rade	Under 2	2 under 3	rapus s	4 under 6	, aspun q	f under 10	10 under 12.	. Ing sapat of	14 aner 10	a tapun o	Pay Grade   Under 212 under 3   3 under 4   4 under 6   9 under 10   10 under 12   12 under 14   14   34 under 20   20 under 20   20 under 20   20 under 20   20 under 30   20 under 30	1 20 urder I.)	122 under 26	26 under 5	cver 30
	**	9 9	*	- A			30 20	4 III	Commencer and special and special spec	And statements of the statement of the s	4	- Andreas and a second			10 to	
	•	White and the second se			e 10 e	The state of the s	Committee of the Parameter Special Committee of the Commi		· G additional designation of the contract of	CATALON	To editable deliberatival deliberativa delib	ren andere merenennennennennennen met	A A	The skiller despectation of the skiller of the skil		ANTHE COMMENSATION OF THE PERSON OF THE PERS
	*		•		A STATE OF THE STA	Of ethiopiest special chargeston .	confection from every strangerous.	-de-control control of the control o	egy ar de en ar nementen ensembles,	пожимоприменно еваницию о	<ul> <li>Атой Информации при при при при при при при при при п</li></ul>	E orzkowykornowa Kraykonypowanowy o konzonowa jan	INVANNAGANIAN MAKATALINAN OKTURAMONYAN	THE PROPERTY OF THE SECOND STATES OF THE SECOND STA	MOTOR: Average and	Western Management of the Control of
1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1		5 mg	*:		N. S.	E C 1 . C	- 1 д д д д д д д д д д д д д д д д д д	Mentification to the second section of the section of the second section of the second section of the second section of the second section sec	M & V collections and a second	HIR ON ANTINO ORNIKOSINIKON	OF RESPONSE AND ARREST OF THE SERVICE SERVICES	A BERTON CHARLES AND	A 4 0 000000000000000000000000000000000		Today and the state of the stat	AT HE HE BA AR CONTRACTOR LABOR TO SECURIOR
	٠		418.50	1 36 3. : !			- 101		4-41-1000-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-00-18-0	nt off - garinopen distribution and			E : sele estrette e folgeneaure en en en	OF STANDAR'S CHARLES OF STANDARD SECURIOR SECURI	the state of the s	
120,00			E CHITACHNESS AND CHARLESCOUNTS OF	With the second control of the second contro	PHACODON MODERNIA (SCHOOL)	Me us communication fad particular	MATORIAN MATORIAN MATORIAN SAME AND	MANUFACTURE AND CONTRACTOR OF THE STATE OF T	Пере полинальная полинальная ображения (пр. 1916).	stigate atts avenuage Ab gaynelegationers	- Andreas - Andr	AND DESCRIPTION AND ASSESSMENT OF THE PARTY	MITCO-(IIM CINEMANNAME MINEMANNAME INTER-	NATIONAL MATERIAL METERS NATIONAL MATERIAL DESCRIPTION OF THE PARTY OF	H: Periman calentin in in contribution of the	TOTAL SELECTION OF THE PROPERTY OF THE PERSON OF THE PERSO
20,00 31 40 40 40 40 40 40 40 40 40 40 40 40 40	! ! .	American description of the second		1000	Commence of the commence of th	Properties and tests described about the set of the set	Anneas Homes against House and Anneas House and Anneas Ann	Her deliatementes su competence.	P de ettomento della collina e	на подражения по	4 1-134 - 441 - 450-1111/36-114 Ap 8-144	C STREET AND CONTINUES OF SECULO SECU	P. C. ORRESTORANTOS ARRANGOS ARTITIONS.	Of Owner attentions are a second attentional.	T Right M 4 b selling gas in brieffs	on de semante propriétament de com
	7 7						20, 20		TO ACCOUNT OF THE PART OF THE	S. A		A	THE CONTROL OF THE COST IN TRANSPORMENT IN CONTROL OF THE COST IN	ONG PERIOR PROPERTY OF THE ACTUACION MACHINES OF THE ACTUACION OF THE A	Andreason common management	The Branchistanian Appendix
	÷.		WAY KANIN MANANA	THE CHARGE THE CORP. THE CHARGE T	RING PARTITION OF STREET STREET	HOWELINGSHILLI	militeries services of the ser	нательный при	n o'n gebruiktisjonin i o u	помужен примений в примений пр	dingrip innecessitim desmittim de descurquis	о в он общений противнений противнений ра	Mithemating and a second and a second and a second and a second a second and a second a second and a second and a second and a second and a second a	- National Company of the Company of	- III Peraturkopuitukopuitukenkuteenku	Morgin nakantinemakaningin

BASIC PAY SCHEOULE

Period 2 (July - December 1973)

Paly	_	_		_	_	Ŀ.	_	-	Sentority						
Grade	Under	Grade Under 212 under 3 under 6 6 under 8 8 under	Tunder 4	4 under 6	6 under 8	8 under 10	10 under 12	r 10 10 under 12 12 under 14 14 under 16 16 under 18 18 under 20 20 under 22 22 under 26 26 under 30 Over 30	14 under 16	16 under 18	19 under 20	20 under 22	22 undar 26	26 under 30	Over 30
	416.55	1.1 310,65 316,65 316,65 316,65 316,65	316.65	316.05	316.63	316.0	310.65	316.65	316.05	**************************************	\$10.03	инживани чини пранименомиче	IIII MARIIN IN THE STATE OF THE	216.66	37.7.12
- * B Obermonensking	II - 18 - 18 (A to the contract of the contrac	352.80 352.80	352.80	352.80	352, 40	352.10	357.30	.552.80	352.80	152,30	352.80	352, 80	352.80	60.016 08.025	20.010
	300. "3	1-3   306.73   356.85   402.30   416.09	402.30	418.03		CO. A. C.		A C . LA	418.03	438.05	.18.03	:28.05	418.CS	418.05	70 217
	341.30	341.30 402.60 425.85	5.5	459.30	S	55.1.45	27. 15	22,574	477,45	4.1.45	27	47	34. 15. 15.	200	710.014
***	CH . S.C.		452.44	0		523.50	544 . 35	504.15	20 L. 2	A P. C.	Commission of the Commission o	Street, Street		Carl I Carl	477.43
· .	351.50	.51.50 .77.60	513.00	534, 15		50.7.3	505. 65	33. 60					66.976	574.95	571.95
To the state of th	60.2.25	25 60 55T			Principal contraction of the Con	The second secon	THE PERSONAL PROPERTY OF THE PERSON OF THE P	The state of the s	CC CIO	mine distribution of the Contract of the Contr			57.75	0.7.0	6 9
- Chicken Management M		THE CHARLES AND ADDRESS OF THE CASE OF THE			;_	640,35	C. C. C.	2	\$6.217	7.9.65		08.80°	8.1.40	973.30	0
	-	-				7.18.95	08.60	62.5%	810.90	831.90	2.1.2	3	0.73.0	57.950	1023. 15
9		·					@33,55	- 46, 216	933,00	20.150	\$10.00	20.00	104"."5	1	11.10.15
	NIII X SHIII X	F ATHERMATINE CONTRETE NUMBER	INTERNATIONAL SECTION OF THE PERSON OF THE P	MUNHINAPORINAMINANINO NAKOR BIII	hills ethylii sheddensamberek eth i che ambuse	A MARINEMENTARING PROPERTY OF A	THE WASHINGTON TO THE PERSON OF THE PERSON O	H-T-M-HIDEUXHIMAN-P-P-D					-	_	

BASIC PAY SCHEDULE
Period 3
(January - June 1974)

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Grade   Under 2:2 under 3 3 under 4 4 under 6 6 under 5 8 under	2 under 3 3 under 4 4 under 6	3 under 4 4 under 6	4 under 6	1	6 under S	S under 10	10 under 12	10 10 under 12 12 under 14 14 under 16 16 under 18 18 under 20 20 under 22 22 under 26 26 under 20 0000000000000000000000000000000000	14 under 16	16 under 18	18 under 20	  20 under 22	  22 undor 26	26 under 10	
326.10 520.10 526.10 526.10 3	520.10 526.10 526.10	326.10	326.10		526.13	526.10	526.10	326.10	326.10	526.10	526.10	520.10	176 10	OC TANIM OF	Over 30
363.30 563.30 363.30 363.30 36	363.30 363.30 363.30	363.30		8.	363.30	563.30	3e3.30	365,30	363.30	763 30	02 292		OF COL	01.926	2.0.10
377.70 398.40 414.30 430.50 430	398.40 414.30 430.50	430.50	┼	730	430, 50	430.50	:30.50	430.50	130.50	330 50	00.000	303.30	363.30	363.30	363.30
392.70 414.60 438.60 473.10 491.70	414.60 438.60 473.10	473.10	<del>-</del>	165	02	491.70	491.70	491.70	291 70	02.101	05.054	430.30	430.50	430.50	430.50
408.30 444.60 465.90 186.30 518.10	465.90 156.30	156.30	- <del> </del>	518.	c	539.10	360,70	683	î	3, 5	07.155	491.70	491.70	491.70	491.70
465.00 507.30 128 30 550 20	507.30 328 30 360 20	750 20	-		1			2		0	592.20	592.23	592.20	592.20	592.20
07.000	07:000	07.000	-	3	5	39.2.26	615.50	645.30	665.70	020.380	697.50	697.50	697.50	697.50	697.50
555.50 551.10 602.70 623.70 645.30	602.70 623.70	623.70		645.3	_	605.70	686.70	708.30	740.40	761.10	782.40	792.90	846.00	951.30	951, 30
						771.30	792.90	\$13.20	833.2n	856.80	877.30	848.80	951.30	1057.50	1057 Se
							919.20	9:0.20	961.10	983.70	1005.30	10.5.10	01 9501	. 00 201	99.1001
			-		-	_							2	00.0011	7700.20

BASIC PAY SCHEDULE Period 4 (July - December 1974)

		100		535.10	375.35	22 ( , ,	200	0, 505		508 55		716.70		977,53		1086, 75		1210.50	
		Under 2/2 under 3 3 under 4 4 under 6 6 under 8 8 under 10 10 under 12 12 under 14 14 under 16 16 under 18 19 under 20 20 under 22 22 under 36 26 under 30 Ower 30		555.10	373,35	27 677	77	505.20		008.55		716.79		977.55		1086.75		1216.50	
		  22 under 26		01.466	373.35	75 53.6	}	503.20		608.55		716.70		869.43		977.55		1105.95	
-		20 under 22		01.666	575.35	5.5		505.20		608.55		716.70		81:.80		923.55		1055.45	
		18 under 20	- C	01.666	373.35	442.33		505.20		603.55		716.70		804.00		901.35		10.55.05	
		16 under 18	0	353.10	373.35	:42.35		505.20		608.55		705.60		782.10		889.80		1010.85	
	Seniority	14 under 16	335 10	2.	373.35	442.35		505.20	***	608.55		684.00		760.30	,	858.30	-	988.65	
•		12 under 14	335 10	,	373.35	442.35		505.20	-	597.15		663.15		12.30		826.40		966.15	
		10 under 12	335.10		373.35	4:2.35		505.20		576.15		630.45		705.60		\$14.50		944.55	
	_	8 under 10	335.10		573.35	442.35		505.20		553.95		608.55	100	00.580		00.26/			
		6 under 8	335.10		575.35	442.35		505.20		532.35		56.93		202.13					
		4 under 6	335.10		575.35	442.55		486.15		100.00	- , -	365.33	20 01 7	24.0.40		<del></del>			
		3 under 4	335.10		575.55	125.70		450.75		178.80	20 01-	247.95	22 019	01.0.0			-		
		2 under 3	555.10	1	3 3.33	409.35		.02.50 1 426.00	000	455.50	20.00	0	101			_			•
			555.10	1	373.33	388.03	200	.05.50 <sup>1</sup>		417.33	90	62.126   96.114	1/		•		<b></b>		
	Pay	Gr.1de		6	7-13	1. 10	:	:	1	?		3	1 3		7	3	0	<u>}</u> :	

BASIC PAY SCHEDULE

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Period 5, 7 (January - March 1975, April - June 1975, July - September 1975)

	Over 30	344.10	383.40	45:.20	518.70	62:.90	735.90	1003.89	1116.00	1249.20
•	26 under 30	344.10	383,40	454.20	518.70	624.90	755.90	1003.80	1116.00	1249.30
-	22 undër 26	344,10	385.40	454.20	518.70	624.90	735.90	892.80	1003.80	1158.80
	20 under 22	544.10	585.40	454,20	518.70	054.90	735,90	836.70	948.30	081.30
	18 under 20	344,10	585.40	454,20	518.70	024.90	735.90	09'528	925.50	08.0901
_	16 under 18	344,10	385.40	154.20	518.70	06.420	724.50	803.10	904.20	1034.00
Seniority	10 10 under 12 12 under 14 14 under 16 16 under 18 18 under 20 20 under 22 22 under 26 26 under 30 Over 30	344.10	585,40	454.20	518.70	05::29	702.30	781.20	881.40	1014.60
•	12 under 14	344.10	553.40	454.20	518.70	615.20	681.00	747.50	858.90	992.10
-	10 under 12	344.10	383.40	454.20	518.70	291.60	647.40	724.50	836.70	06.696
_		344.10	383,40	454.20	518.70	508.80	624.90	702.30	813.90	
	6 under 8	344.10	383,40	454.20	518.70	546.60	662.70	681.00		
-	t under 6	344.10	383.40	454,20	499.23	513.00	580.50	658.20		
-	3 under 4	3:4.10	385.40	437.10	462.99	491.70	557.40	636.00		
•	Under 2 2 under 3 3 under 4 4 under 6 6 under 8 9 under	344.10	583.40	420,30	437.40	469.20	555.20	613.20		
-		3:11.10	585.40	398.40	41:.39	430.80	190.30	568.20		
	Grade	F 1	E-3	E-3	n-4	E-5	E-6	E-7	E-8	6-3

BASIC PAY SCHEDULE Periods 8, 9, 10, 11 (October - December 1975, January - March 1976, April - June 1976, July - September 1976)

7.00	_		***	_	-	•	•		Serierity						•
2000	Under	2 under 3	3 under 4	4 under 6	6 under 8	8 under 10	10 maser 12,	12 under ha	11 under 16	16 under 18	13 under 20	rade Under 2/2 under 3/3 under 6/6 under 6/6 under 10/10 under 12, 12 under 16/11 under 16/16 under 18/18 under 22/22 under 26/26 under 30/00er 30	22 undêr 26	26 under 30	Over 30
1. I	361.20	361.30	361.20	361.20 361.30 361.20 361.20	361.20	361.20	361.20	5 1.20	361.20	361.20	363.20	361.20	361.20	301.20	361.20
÷	402.60	402.60 402.60	402,60	402.60	402.60	.02.00	402.00	102.cn	:05.60	102.60.	:02.60	4.2.50	402.60	402.60	402.60
£-3	418.20	4.11.30	459.00	477.00	477.00	477.00	477.00	177.00	95.77.	1,1,1,1	:77,61	00	477.00	477.00	477.00
4-1	475.00	459,59	486,00	5.24, 10	514.30	514.50	542.50	1.6.1.64	6.7.1.11	695, 12.113	111.11	67.17.	544.50	544,50	544.50
Ľ-5	452.40	492.60	452.40 492.60 516.30	535.80	573.20	597.30	921.30	(s. 5. 5.	0	6,36. 31	, ;.u.; ,	12.5. 1	456.10	634.10	656.10
9-3	515.40	561.90	561.90 585.30	002.00 032,70	4,32,70	656.10	(12.12.12)		7.5 40	2 63.	98.33	7.	772.20	772 80	772.80
۲۰; تا	590.70	590.70 643.80	667.80	691.20	715.20	737.40	760.80	764.80	629.20	24.5.23	H67,641	878.40	937.50	1053.90	1053.90
. 87						85.4.70	878.46	-: ::	325.m	22.44	971.70	1.36.7	:053.90	11-1.80	1171.80
ង							1016.50	10:11:00	105.5401	Provide 13	0.5 5.11	1155.20	1195.50	13100	1.311.60

BASIC PAY SCHEDULE Periods 12, 14, 15 (October - December 1976, January - March 1977, April - June 1977, July - September 1977)

Pay   Grade   Under 2 2 (under 3   3 (under 4	12 tuder 3 3 indox 6	3 malon		-				Seniority	_	· -					
	under 6 under 8 8 un	wider 4 4 mader 6 6 under 8 8 uni	4 under 6 6 under 5 8 un	o under S 8 un	S III	der 1(	10 under 12	12 under 1,4	14 under 16	16 under 18	18 under 20	20 under 22	   22 under 26	26 mg/on 10	1
374.40 374.40 374.40 374.40 374.40 374.4	374.40   374.40   374.40   374.40   374.4	374.40 374.40 374.40 374.4	374.40 374.40 374.4	374.40 374.4	374.4	0	574.40	374.40	374,40	37% 30	3			חר ופוויים חיים	Over 30
417.50 417.30 417.30 417.30 417.30 417.30	417.30 417.30 417.30 417.30	417.30 417.30	417.30	╁╾	417.50		417 30	1			07.7.70	5/4.40	374.40	374,40	374.40
	05 755 Oc 755	3, 10,				- 1	200	(N / I.	417.30	417.30	417.30	417.30	417.30	417.30	417.30
	434.40 494.40	494.40 494.40	494.40		494.90		494.40	494,40	494.40	494.40	494.40	39. 30	9		
450.60 475.80 503.70 543.00 564.30 564.30	475.80 503.70 545.00 564.30	543.00 564.30	564.30		564.50	1	564.30	564.30	02 795	0. 773			04.464	494.40	494.40
468.90 510.39 534.90 558.30 594.60 .18.00	510.39 534,90 558,30 594 60	558.30 say kn	C9 7 62	-†	00 01 1				35::25	204.30	504.30	564.30	564.30	564.30	504.30
		20	20		0.010		05.5.50	667.20	679.80	679.80	679.80	64.829	A70 EA	00 000	
334.00 532.30 606.60 631.80 655.30 679.89	532.30 606.60 631.80 655.30	631.80   655.30	631.80   655.30		679.80		704.40	741.00	26.5				00.010	06.870	08.60
518.30 567.20 692.10 710.10 721.00 721.3	567.20 692.10 716.10 7:1.00	710, 10, 721, 90	22.7	4-	0. 07.				01.	92.50	500.76	800.70	800.70	800.70	800.70
			3	-+	77.50		. 58.40	\$13.30	8:9.90	873.90	898.50	910.20	971.40	1092 00	1002 00
883.00	885.00	883.90	885.00	883.00	885.00		910.20	934.50	050	00.00				-1	20.250
									04.000	204.00	1000.80	1051.70	1092.00	1214.10	1214 10
							1055.40	1079. 19	107.00	1129,50	1154.10	1176.90	1239.00	1550 00	1
					*	-	-	_	_		***	PA		50.6664	30.50

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BASIC PAY SCHEDULE
Periods 16, 17, 18, 19
(October - December 1977, January - March 1978, April - June 1978, July - September 1975)

	Over 30	397.50	443.10	525.00	299.40	721.80	850.20	1159,80	1269.40	1245.30
•	12 under 14 14 under 16 16 under 18 18 under 20 20 under 22 22 under 26 26 under 30 Over 30	397.50	143.10	\$25.00	599.40	721.50	\$50.20	1159.80	1289.40	1445.30
	22 under 26	397.50	445.10	525.00	599.40	721.80	650.20	1051.70	1159.80	1315.50
•	20 under 22	397.50	4.43, 10	525.00	599.40	721.80	\$50.20	956.60	1069.20	12:4:83
-	18 under 20	397.50	445.10	525.00	599.40	721.80	\$50.20	95:.30	1069.20	1225.80
_	16 under 18	397.50	443,30	525.00	899,40	721.80	837.70	928.20	10:17:00	1199.40
Seniority	14 under 16	397.50	443.10	525.00	599.40	721.80	811.50	902,70	1018.30	1172,40
		397,50	443.10	525.00	599.40	708.60	786.90	865.70	992,40	1146.30
	Under 2 2 under 3 3 under 4 4 nder 6 6 under 8 8 under 10 10 under 12	397.50	443.10	525.00	599.40	683.70	748.20	857.30	366.60	1120.80
_	8 under 10	397.50	443.10	\$25.00	599.40	657.30	721.60	811.50	940.50	
	6 under 8	397.50	445.10	525.00	599.40	631.50	696.00	786.90		
	4 nder 6	397.50	445.10	525.00	576.60	592.80	671.10	760.50		
_	3 under 4	397.50	443.10	204.90	534.90	568.20	644.10	735.00		
_	2 under 3	397.50	443.10	460.20 485.40	505.20	489,00 541.80	618.30	656.70 708.60		
-		397.50	443.10	460.20	478.50	489.00	567.00	656.70		
9.0	Grade	-: -::	ei Ei	E-3	E-4	ນ- <u>ຍ</u>	9-9	5-3	\$2 10 10 10 10 10 10 10 10 10 10 10 10 10	6-3

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BASIC PAY SCHEDULE Period 20, 21 (October - Occember 1978, January - March 1979)

Pay			_		_	_	_	υ <b>γ</b>	Seniority						
Grade	'hader 2	2 under 3	3 under 4	4 under 6	6 under 8	8 under 10	10 under 12	'nder 2 2 under 3 3 under 4 4 under 6 6 under 8 8 under 10 10 under 12 12 under 14 14 under 16 16 under 18 18 under 20 20 under 26 22 under 26 26 under 30 0000 30	14 under 16	16 under 18	18 under 20	20 under 22	22 under 26	26 under 30	55
- -	419.00	119.00	419.00	419.00	419.00	110 00	00 014								6 556
					4		20.5:	419.00	419.00	419.00	419.00	419.00	419.00	419.00	419.00
(1	467.00	467.00 457.00	467.00	467.00	467.00	467.00	467.00	467.00	467.00	407,00	167.00	.67.00	367.00	00 234	20 17
12	485.00	512.00	533.00	55.1.00	554.00	554.00	00 535	50					20.	00.70+	00.70%
		٠.					20.00	2	20.20	1,54.00	554.00	55.4.00	554.00	554.00	554.00
7-10	505.00	533.00	564.00	008.00	632.00	632.00	652.00	652.00	632,00	632,00	632.00	632.00	632,00	00 629	00 627
S.			200 00	00 909	000 000								2	20.400	00.00
	-			00.000	00.000	03.4.00	721.00	7:8.00	20.100	761.00	761.00	3.1.8	761.00	261.00	192
ş	_		680.00	208 00	22.00	200 175		the state of the s	-						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
				100.00	134.00	00.10/	00.68:	830.00	856.00	884.00	897.03	897.00	897.00	897.00	597.00
-71			770.00	802.00	830.00	856.00	1 00 . 55	90 510							40.100
¥-4		-					20.100	20.116	00.56%	979.00	1007.00	1020.00	1088.00	1224.00	1224.00
တ် ယ						992.00	1020.00	10:7.00	1075.00	1103.00	1128.00	1156 00	, 00	30 004	
Ç tı												20.0	20.	1303.00	1360.06
}		_					1182.00	1,209,00	12,37,00	1265.00	1293.00	13:9.00	1388.00	00.5531	1573 00
Name of Persons and Persons an	· ·	MANUFACTURE SHALL WINDOWS HAVE AND ADDRESS OF THE PARTY O		J							_			_	>

TABLE B-3

BASIC ALLOWANCE FOR QUARTERS
BY PAY GRADE AND DEPENDENCY
JANUARY 1973 - March 1979

i e	Number of Dependents	
Pay Grade	0	1 or more
! -1	60.00	105.00
1 -2	63.90	105.00
(-3	72.30	105.00
14	81.60	121.50
[~ <sup>1</sup> )	92.70	138.60
ļ - h	95.70	150.00
[-7	104.70	161.40
(-5,	122.10	172.20
1 - G	130.80	184.20

### BASIC ALLOWANCE FOR QUARTERS PERIOD 4 (July - December 1974)

	Number o	1 Dependents
Pay Grade	0	1 or more
ومساوسة متوسد دام مساد	ar ii v. v denn 2 njerthaud ittimised en g	R. W.
£-1	61.65	107.85
E-2	65.70	107.85
E-3	74.25	107.85
,f <u>4</u>	83.85	124.80
[-5	95.25	142.50
E-6	98.40	154.20
E-7	107.55	165.90
E-8	125.40	177.00
E-9	134.40	189.90

### BASIC ALLOWANCE FOR QUARTERS PERIODS 5, 6, 7

(January - March 1975, April - June 1975, July - September 1975)

	Number o	f Dependents
Pay Grade	U	l or more
***************************************	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<b>9 இடங்க</b> ் சின் நடி <b>றி</b> டுக்க <u>ும் படிய</u> ம்
£-1	63.30	110.70
E-2	67.50	110.70
E-3	76.20	110.70
E-4	86.10	128.10
E-5	97.80	146.40
E-6	101.10	158.40
E-7	110.40	170.40
8-3	128.70	181.80
E-9	138.00	194.40

### BASIC ALLOWANCE FOR QUARTERS PERIODS 8, 9, 10, 11

(October - December 1975, January - March 1976, April - June 1976, July - September 1976)

	Number o	of Dependents
Pay Grade	0	l or more
<b></b>		• • • • • • • • • • • • • • • • • • • •
E-1	66.69	116.10
1-2	70.80	116.10
1-3	80.10	116.10
F,-4	90.30	134.40
i-5	102.60	153.60
E-6	106.20	166.20
E-7	115.80	178.80
8-3	135.00	190.80
£-9	144.90	204.00

### BASIC ALLOWANCE FOR QUARTERS PERIODS 12, 13, 14, 15

(October - December 1976, January - March 1977, April - June 1977, July - September 1977)

	Number o	f Dependents
Pay Grade	0	l or more
		-
i	73.80	128.40
L-2	78.30	128.40
E-3	88.50	128.40
£-4	99.30	147.90
E-5	112.50	168.30
L-6	117.00	183.00
£-7	128.40	198-30
E-8	150.30	212.40
i9	162.60	228.60

### BASIC ALLOWANCE FOR QUARTERS PERIODS 16, 17. 18, 19

(October - December 1977, January - March 1977, April - June 1978, July - September 1978)

* e <del>u</del>	Number of	Dependents
Par Grate	0	) or more
5 - Sp	81.90	142.50
1?	86.70	142.50
ε-3	98.10	142.50
E-4	109.80	163.50
F-5	124.20	185.70
E-6	129.30	202.20
E-7	142.50	219,90
8-3	167.40	236.40
£-9	181.80	255.60
		*

### PERIODS 20, 21

(October - December 1978, January - March 1979)

ŧ.	Number o	Dependents
Pay Grade	0 :	l or more
ا مداد المداد المدا 	· Output of the control of the contr	
	86.00	150.00
i-2	92.00	150.00
E-3	103.00	150.00
L-4	116.00	173.00
E-5	131.00	196.00
E-6	150.00	213.00
E-7	177.00	232.00
E-8	192.00	249.00
E-9		270.00
	1	

TABLE B-4

BASIC ALLOWANCE FOR SUBSISTENCE\*

Time Period	Monthly Rate
January - June 1973	\$50.19
July - December 1973	50.19
January - June 1974	69.35
July - December 1974	71.33
January - June 1975	73.30
July - September 1975	73.30
October - December 1976	76.95
January - March 1976	76.95
April - June 1976	<b>76.</b> 95
July - September 1976	<b>76.9</b> 5
October - December 1976	80.60
January - March 1977	80.60
April - June 1977	80.60
July - September 1977	80.60
October - December 1977	<b>90.</b> 03
January - March 1978	90.03
April - June 1978	90.03
July - September 1978	<b>90.</b> 03

<sup>\*</sup>Source, <u>Military Compensation Background Papers</u>: Compensation Elements and Related Manpower Cost Items, Their Purpose and Legislative Background, August 1976. Department of Defense, Third Quadrennial Review of Military Compensation, Office of the Secretary of Defense, p. 30, and subsequent Tables of Enlisted Personnel Pay Rates.

TABLE B-5

43°

## REDERAL INCOME TAX ADVANTAGE BY PAY GRADE AND TIME PERIOD

		1	1	1 1 1 1 1				1 1 1 1 1 1	1	1 1	i 181	CON a			1	1	! !		 			
	-	r	7			ų		•	z.	•	6.	1.	12	<u></u>	7.		2	12 56 11 -1 71 14 15 16 17 1- 17 15 21 11 61 12 18 18 18 18 18 18 18 18 18 18 18 18 18	-	÷	0	7.2
,	24-15 34-16 15-24 15-24 15-24 15-24 20-34	. 4		3 0 0		r c	10 03	16 24		F.	26.33	21.73		,, ,, ,	20.33	34.34		:	7	: : :	34.1°	11.
. ·	***			23.67				17 20	2000	?	05.064	20.00	10.77	11.01	27.01	17.11	12.51	13. 20.50 20.00 20	11.55	10.71	28.39	13. 14
n +	20.05 10.05 10.05 10.05 10.05 10.05 10.05 10.07 10.07 10.06 10.06 10.06 10.06 10.06 10.05 10.05 10.05 10.06	22.65	46.96	51.06	in the second	, ,	115 25.	15 29	. 11	1.17	24.17	28.17	33.50	39.00	32.50	30.00	F 3.6.7	5.4.5	53.53	33.63	18.36	\$6.45
7) d 1 1	24 44 44 45 46 46 41 41 41 40 50 50 50 50 50 50 50 50 50 50 50 50 50	27.76		11.7.1	,	. 25	ر. ديد	PC 96,	117	4 . 1 7	34.17	34.17	44 4	4.,,	45.54	36.4.44	47.44	50 34.17 34.17 34.17 36.17 36.40 92.54 36.54 36.54 40.54 43.54 40.57 40.47 40.47 40.47 40.47 40.48 44.48 46.48	40.54	34.034	, ,,,,,,	,
י ע ני ני	34.48 36.88 \$0.18 41.07 41.07 41.47 42.41 47.4	16.044	41.00	76.14	4 27 4	1 2.2	41 42.	tv 10.	4 00 4	4. 50	64.00	07.44	30.34	40 - 04	43.34	4.5.04		31 41.55 44.58 44.53 44.55 17.10 14.14 49.34 49.34 45.04 57.92 57.22 57.57 53.77 £7.68 57.68		ر. د. س	97.75	23.62
1 1	10.02 1.04 45.45 47.15 42.45 44.45 45.44 45.44 45.43 45.45 50.43 50.43 50.43 50.43 50.43 50.43 50.43 50.43 50.43 50.43 50.43 50.40 5	90,10	\$ 5 ° 4 €	47.15	ง ช ช	**	n *	63 601	F 52 5	3.31	50.43	53. E	51 -5 -5	52.10	55.10	55.10	61.0%	61.05	.1.6.	5-12		£ • 05
)	42,54	42.64	46.39	1 4 7 6 7	0 4 40 0	.04 .03	37 44	. 33 51	.42 5	1 - 4 2	51.12	51.42	10.04	10.00	50.07	56.37	12.00	42.54 42.54 46.39 47.70 49.00 49.00 51.42 51.42 51.42 51.42 51.42 51.42 51.42 51.43 51.45	1 3	1:00	1.32	(7,32
E-8	44.59	44.58	4 9 4 2	40.78	8 51.1	-15 51	13 51	[·	1.67 5	3.67	53.67	53.57	1,2 4, 2, 3	58.73	56.73	54.73	£ .	44.58 44.58 49.42 40.78 51.17 51.13 51.17 51.67 52.67 53.67 51.57 54.71 58.73 52.77 54.73 hr. 4.3 65.43 65.41 55.43 75.52 70.1	F * * 0.0	**	73.52	70.
й: 1		57.42	62.12	64.70	3.50	.8 65.	5x x3	.59 cë	3.83 6	۲، ۲	1 . 1 . 1	6.4.2	75.75	75. 75	15.75	75.7.	20.51	57.42 57.47 62.12 64.10 53.58 65.54 15.59 63.82 64.43 64.43 64.21 75.75 73.75 75.75 75.77 44.67 41.64 41.64 54.74 61.33 41.		T i d	· · · · · · · · · · · · · · · · · · ·	:

TABLE B-6

VARIABLE REENLISTMENT BONUS FACTORS BY RATING\* (66/1/1 to 74/5/31)

	73/7/1 738,74A		3		4	4	3	3	0	4	0	2	4	2	3/4	4	2		4						1	2		4	-	2
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	72/11/1 73A	6	n =	) k	4		7	7	7	7	7	7	4	3	3	4	<u> </u>	0	4	0	0	0	0	0	~	2	0	4	2	2
	72/7/1	,	7		4	C	3	2	2	2	2	3	4	3	d.	7	Ò	0	4	0	0	0	0	0	3	~		4	2	2
	71/7/1			>	+	   	7	2	2	2	2	3	4	3	4	4	4	0	4	0	0	0	0	0	Ж	4	4	4	4	4
es	1/1/07	c			7 0		2)	2	7 7	2	2	3	4	C	4	4	, C	0	4	5	2	?		С	c	4	4	4	4	4
Beginning Dates	69/7/1				7		7),	- <del> </del> -	+			3	4	0	4	4	0	0	7	Ç.,	2			4	4	ď	4	4	4	4
Begi	69/1/1	c			10	2	1	1		-	1	7)	4	0	4	4	4	0	4	2	2	2	1	4	4	4	4	4	4	4
	68/7/1	C	\ C	-		1	7-		<u> </u>		1	7).	4	0	4	0	4	0	ğ	2	7	7		7	4	4	4	4	4	4
	67/11/3	0		0	0	2		-		4		2	<b>3</b>		200	0	*	0	3	26	2	7	7	77	4	4	4	4	4	4
-	66/4/20	0	0	0	0	2					,	V	+	) (	2		+	3 6	1	16	16	+		+	rk	±   €	**************************************	+	+	4
	65/1/1	0	0	0	0	0	0	0	0	C		3		00	7 0			1	1				200	7	) (*		200	200	7	
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Beginning Dates	69/7/1	4	2	0	4	4	0	2	2	4	4	4	c	4	4	V	- ~			200			6							2
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A	68/7/1	4	2	0	4	4	0	2	2	4	4	4	0	4	4	7	3		200		00	1	2	2		2			2	
	67/11/3	2	0	0	3	3	0	2	2	4	က	3	0	က	က	т	2	0	2	30	2	2	2	2		2		•	2	
	66/4/20	2	0	0	3	3	0	2	2	4	3	3	0	က	3	က	2	0	2											
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73/7/1 738,74A 72/11/1 73A 72/7/1 4 40 71/7/1 40 40 70/7/1 9/1/70 20 04020 olde 40 Beginning Dates 69/7/1  $^{\circ}$ 04020 69/1/1  $\sim$ 4000 68/7/1 67/11/3 66/5/20 65/1/1 00000 Rating 

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Rating	65/1/1	66/5/20	67/11/3	68/7/1	69/1/1	(	69/7/1 70/7/1	71/7/1	72/7/1	72/11/1 73A	73/7/1 73B,74A
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								0	0	0	
				Z	NUCLEAR NECTS	<i>V</i> 10					
NEC's										11/1/72	7/1/73
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3353								With the second		4	4
3354	C. C									4	4
2255									• •••••••••••••••••••••••••••••••••••••	7	P
2222										1	
3356										t	+   +
3359								***************************************		4	75
3361									***************************************	4	4
3363										4	4
3364										4	4
3365				Web Procession of the Control of the						4	4
3366					***************************************					4	4
3383										4	4
3384	***************************************									4	4
3385										4	4
3386										4	4
3380										4	4
3393										4	4
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3395										4	4
3396										4	4
222					mining and the second s					4	4
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\*BUPERS INST, 1133.18 E CHI, 31 July 1972

TABLE B-7

VARIABLE RE-ENLISTMENT PLAN:
PERSONNEL CATEGORY II

		Time Period	
	1	2	3
AB	0.097	0.128	0.128
AC	0.333	0.333	0.333
AD	0.000	0.031	0.031
AE	0.250	0.250	0.250
AG	0.167	0.250	0.250
AK	0.000	0.000	0.000
AM	0.167	0.118	0.118
AO	0.167	0.167	0.167
AQ	0.333	0.333	0.333
AT	0.250	0.250	0.250
AW	0.333	0.333	0.333
вм	0.000	0.983	0.083
ВТ	0.333	0.333	0.333
BÚ	0.000	0.250	0.250
DP	0.167	0.167	0.167
DS	0.167	0.167	0.167
DT	0.000	0.083	0.083
EM	0.333	0.250	0.250
EN	0.333	0.250	0.250
E0	0.000	0.000	0.000
ET	0.167	0.167	0.167
FT	0.247	0.207	0.207
GM	0.152	0.129	0.129
HM	0.167	0.083	0.083
НТ	0.333	0.333	0.333
IC	0.333	0.333	0.333
LN	0.000	0.083	0.083

		Time Period	
	1	2	3
MM	0.333	n.333	0.333
'MR	0.250	250	0.250
MS	0.000	⊍.000	0.000
0\$	0.000	0.000	0.000
PH	0.250	0.250	0.250
PN	0.000	0.083	0.083
PR	0.000	0.000	0.000
Ó₩	0.250	0.250	0.250
RM	0.333	0.333	0.333
SH	0.000	0.000	0.000
SK	0.000	0.000	0.000
SM	0.250	0.250	0.250
ST	0.333	0.333	0.333
MT	0.333	0.333	0.333
YN	0.000	0.083	0.083

TABLE B-8

VARIABLE RE-ENLISTMENT PLAN:
PERSONNEL CATEGORY III

	<u></u>	Time Period	
	1	ĉ	3
ÁB	0.058	0.077	0.077
AC	0.200	0.200	0.200
AD	0.000	0.019	0.019
AE	0.150	0.150	0.150
AG	0.100	0.150	0.150
AK	0.000	0.000	0.000
Ati	0.100	0.071	0.071
AO	0.100	0.100	0.100
AQ	0.200	0.200	0.200
AT	0.150	0.150	0.150
AV	0.200	0.200	0.200
BM	0.000	0.050	0.050
BT	0.200	0.200	0.200
BU	0.000	0.150	0.150
DP	0.100	0.100	0.100
DS	0.100	0.100	0.160
TO	0.000	0.050	0.050
EM	0.200	0.150	0.150
EN	0.200	0.150	0.150
E0	0.000	0.000	0.000
ET	0.100	0.100	0.100
FŢ	0.148	0.124	0.124
GM	0.091	0.077	0.077
HM	0.100	0.050	0.050
HT	0.200	0.200	0.200
IC	0.200	0.200	0.200
LN	0.000	0.050	0.050

		Time Period	
	1	2	3
MM	0.200	0.200	0.200
MR	0.150	0.150	0.150
MS	0.000	0.000	0.000
0S	0.000	0.000	0.000
PH	0.150	0.150	0.150
PN	0.000	0.050	0.050
PR	0.000	0.000	0.000
QM	0.150	0.150	0.150
RM	0.200	0.200	0.200
SH	0.000	0.000	0.000
SK	0.000	0.000	0.000
SM	0.150	0.150	0.150
ST	0.200	0.200	0.200
TM	0.200	0.200	0.200
YN	0.000	0.050	0.050

and the second s

TABLE B-9

SELECTIVE REENLISTMENT BONUS FACTORS HISTORY OF ELICIBLE RATINGS/NECs AND AWARD LEVELS

	1			
9.73- 7.79 8	0040	00-00	00000	00011
FY79 Oct. Mar.	40000	00-00	00-00	00641
78M 7.78- ot.78 B	000m0	co	00000	000
FY78M Apr.78 Sept	40040	00000	00000	00488
1 77- 78 8	00000	00-00	00000	00001
FY781 Oct.77= Mar.78 A B	40040	00000	00000	CO*~m
77. 77. 8	20070	00-00	00000	00000
FY77M Apr.7 Sept.	4 2 0 % 0	00000	00000	00%%4
1 76- 77 8	00000	00-00	00000	0000
FY77 Oct. Mar.	00000	00 00 0	00000	00084
76- 76- 8	00000	00~00	00000	50000
FYTO Jul.) Sept	0000C	00000	00000	00264
76- 76- 8	00000	00000	00000	00040
Apr.	0,0000	00000	00000	00088
51 75- 76 8	00000	0000	00000	00010
FY70 Oct. Mar.	m000C	07870	06860	00000
74- 75- 8	00000	00000	00000	20044
FY75 Oct.74- Sept.75 A B	4 K C K L	14 K V V	26402	00456
4 73- 74 B	00000	00000	00000	00000
FY74 Oct.7 Sept. A	40000	0440%	0 m w m m	ოო4 <b>ო</b> ო
Ratina	ABE ABH AC AC ADJ	ADR AE AG AME AMH	AMS AO AS ASE	ASH ASM AV AX

9 78- 79 B	0:400	40104	00000	10001	-0000
FY7 Oct. Mar.	01200	00004	00-00	19000	00400
FY78M Apr.78- Sept.78 A B	00210	00004	00150	09001	0000
Apr. Sept	01900	000mu	00000	99069	00000
31 77- 78 8	01200	000~4	00170	0900	-0000
FY78 Oct.7 Mar.7	0 900	000m4	00000	06000	00400
77 77 77 13	00210	00000	0000	0400%	40000
FY77M Apr.77 Sept.7 A B	2 - 900	000m4	00000	<b>0</b> 400%	00000
71 76- 77 8	C 1 20 C	0000	00000	00004	40000
FY7 Oct. Mar.	21900	00000	m N N O O	<b>0</b> m00m	0000
76- 76- 8	01000	0000-	00000	00004	40000
Sept.	002:5	00000	m N N O O	<b>0</b> m00m	00m00
6м 76- 76 В	00000	00000	00000	00000	00000
Apr.	00000	00000	m C O O O	00000	00000
61 75- 75 8	00000	00000	00000	0000-	00000
FY7 Oct. Mar.	ဝဝက်အဝ	0000	m0000	00004	00000
5 74- 75 B	00100	00000	00000	00-0-	00400
FY7 Oct. Sept	00044	-: -: -: - O	40440	<b>1</b> 2124	<b>∞∺∞∺</b> ΗΗ
73- 73- 8	00000	00000	00000	.00000	00000
FY74 Oct.7 Sept.	90m44	00000	2000m	<b>6</b> 6664	40000
Rating	88 88 98 CE 88 88 88 88 88 88 88 88 88 88 88 88 88	CM CS CTA CTI	OTTO AM	DP DT EA EA	EN ETA ETR ETR

FY79 Oct.78- Mar.79 A B	24222 42221	00448 00424	000550	00400	20002
FY78M Apr.78- Sept.78 A B	25.494 24242	40%01	00000	00000	w & O & O & O & O & O & O
FY781 Oct.77- Mar.78 A B	23494 24282	40661	00000	00000	w 90 04
FY77M Apr.77- Sept.77 A B	493344 74281	დოდი : 40ო0 :	04400 0HH00	00%0%	04001
FY771 Oct.76- Mar.77 A B	40064 04040	1 2000	04 %00	0040%	04000
FYTQ Jul.76- Sept.76 A B	46804 04040	0 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	04W00	C040w	74000 04000
FY76M Apr.76- Jun.76 A 8	2929 3929 0014	00100	04820	01040E	C400%
FY761 Oct.75- Mar.76 A B	00-00	00101	04400	00000	CCC 4 rv
FY75 0ct.74- Sept.75 A B	0040w	20100	04400	2 w w 4 4	00041
FY74 Oct.73- Sept.74 A B	00000	00000	(10004 0000	00000	20 W 4 W
Rating	ET(SW) ET(SW) EW FTB FTG	FTM GMG GMM GMT	S TH THE	NTERE	MM MOO ST DES

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79 79 79 8	40400	01000	0 0 0 0 4	00-00
FY79 Oct.78- Mar.79 A B	-0000	01000	00040	00 00
8М 78- 78 В	20000	- 1000	0 6 0 6 4	00000
FY78M Apr.78 Sept.7	m0000	0000	0 0 0 0 0	00250
31 77- 78 8	00000	-1000	c m o n m	00000
FY781 Oct.77 Mar.78 A B	m0000	8 - 800	020000	04000
777 .77 .8	0000	11000	0 11 0 0 0 11 11	00000
FY7) Apr./ Sept.	m0000	m 1000	00040	04100
1.7.7.7.8 B	N0000	~:000	0 11 0 11 0	00000
FY77 0ct.7 Mar.7	40000	m 1220	Ov 04 v	00000
8 8 8	N000C	- 1000	08048	00000
FYTO Jul.7 Sept.	40000	m 1 N N O	Cv 04 v	00000
E G G B	-0000	00400	020-0	00000
FY76M Apr.76 Jun.76	m0000	m0000	<u> </u>	00000
မှ မှ မ	60006	000770	00011	00000
FY/6 0ct.77 Mar.7	m=c=o	20020	02004	00000
[1 K)	00000	00440	0-0-0	00000
FY75 0ct.74 Sept.7 A B	2-002	-w420	04444 04040	N-1200
			00000	
FY74 lct.77 lept.7 A	204471 00000	0:000	04220	EEE 40
ng sv	Propositions positive contracts			
Rating	PREEK	똢도종종동	STS STS STS	\$5£28

\*Component NEC of NEC 5342

,我们是是我们的人,我们们是我们的人,我们们也是有什么,我们也是是我们的,我们也是我们的人,我们也是我们的人,我们也是我们的人,我们也是我们的人,我们也是我们的

THE REPORT OF THE PROPERTY OF

TABLE B-10

50.000 64500

SELECTIVE REFERENCIATION : CITTLE VENT

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.... CO. . O .... :: :: 3000 ---1.127 3.11.7 - 20: 00000 1.11 ((() 7.14.7 . 0.417 0.417 0.417 0.417 0.417 0.333 0.333 0.250 3.250 3.250 3.253 3.333 3.333 0.167 0.107 ` . . O . te ' ) . 15. ' 7,000 0000 0000 341 3 34333 64 34 \$ 2, \*C (3, \*O 1, 1 \*) 3.111 3..53 0.253 -; 2 . . . . . . . . . . . . 2-11-1 ()," 12010 11011 . . . . . 1177 62511 (32.5) (1.4) , . : . , 2.000 7 . 1 . 1 *;* ::: 3-333 3-173 6-313 3-223 . . . . . . . . . . . . . . . . .... 6.7 7 5. 7.3 0.0017 7.00.0 0.001 0.000 121 0 611 \*\*\*\* 104.0 101.00 610.0 3+16 7 3+1 7 C+15 7 3+1 " 0.00-0 (00-0 000-0 000-0 CCC.0 . C . C . . C . COC. C 141 6 7 11 12 3.63.4 7.300 . .... . .... 121 16 121 10 1111 1111 00.1 0 7.69 C\*. \*; 0.000 0.000 0.000 0.0000 3-1-7 3-1-7 3-1-7 3-1-7 074.4 067.40 774.0 677.4 7 7.40 6 7.40 3 - 1 2 1 - 1 6 7 - 6 C. 41 7 0.417 7.117 7.417 3.117 7. ... 1.307 2.37 . . . . 3.25) 3.27) 3. (1000) . . . . 0.7.0 2.1. 3.2.0 Bales . · ? · .... 3. .. 0.123 0.269 0.000 3.117 .111 3.11 6.007 6.110 1.003 6.003 3.15 0.4.0 560. 131.5 000.5 0.43 0.333 30000 (01.0 2 - 1 - 2 - 1 - 2 00000 70.0 ars. .... .... ..... .0 00000 000 \*\*\*\* 0.231 3.2PT 6573 00000 ·. 0. 113 .... 0-417 3-417 7.10 01.1 , · ... 0.11 0.00 0.00 0.00 0.00 VET-0 0.000 0.000 0.000 0.000 G. 417 C. 417 3. 417 3. 117 TCC . 151.0 Fife, file, 6 tife, 6, 133 2.175 0.00.0 7.00.0 0.33 . . . . \* . . . 1 4 4 0 °C 0.017 0.1A1 0. A! 0.25.0 102.0 185.0 0.417 0.417 \* \* \* \* 10.00 7.107 710-0 710-0 715-0 V-5-0 0.000 0.000 27.00 ( 3,2 \* ) . : , 3.157 0.234 ).167 0.167 6-613 9.317 0.117 D.017 3. 113 6.56.0 50.00 10117 0.107 7.04 0.04 C 1.147 0.281 7.417 3.257 31676 681.0 £11.0 510.0 C1C.0 0.20% 3.107 0.000 0-232 1-333 ". ere 0. !!! 3.113 3.117 0.000 0.000 0.157 0.250 21 2.0 0.033 C. 417 7.000 5.127 0.250 2.417 7.107 7.157 7.125 0.133 0.233 0.040 . 91.0 0.335 0.417 0.313 7 1 4 2 5 . 1000 0.250 0.333 314-0 402-0 1.063 . . . . 3.253 0.117 22.00 .... 247.0 7.033 3.230 3.7.0 2-179 050.0 ۍ. .ن 9. . . . 3.135 3.331 6.243 7-11-5 9.125 1.17 0.157 3. 734 2. . . . . . 5.1.5 0.157 3, 135 0.167 13.13 7.157 Ž.

是一个人,他们是一个人,他们是一个人,他们是一个人,他们是一个人,他们是一个人,他们是一个人,他们是一个人,他们是一个人,他们是一个人,他们是一个人,他们是一个人,他们

2.000 0.000 0.250 0.250 . ... 6 6 6 0.70.0 300.0 0.253 200 00000 0.250 0.167 1.167 0.167 0.167 0.167 0.167 0.167 0.000 0.000 0.000 0.000 0.000 0.000 0.000 1. 1.4.0 0.000 231.0 (1, 0 0.00 7.417 7:4.0 .... 0.1.50 0.000 17.00 0.00 0.333 0.000 0.133 0.107 3.00.0 0.000 00000 0.000 3.417 00000 0.0. 2.03> ...... 0.417 0.417 0.417 0.417 0.417 0.417 0.417 0.417 0.113 0.417 0.4141 3.003 0.000 ..... 7 2.11.7 0-157 .10.0 5.1.4 (()) (, 1.) 1.007 0.15.7 6.67.0 000000 0.00.0 5.417 0.000 . 0.200 6.000 0.:17 0.1/7 00000 0.000 521.0 0.167 0.000 600.0 0.303 3.417 3.417 6. 1.25 · · ) ·0 0.1.0 0.25.0 000.0 71000 ÷... ? : ° 0 0.000 .... 1.177 1.167 0.253 0.000 3.74. 9.117 6.000 9.107 0.00 3.003 0.00 1.11/ ... 0, 0, ( 000 • ( 0.000 9.033 0.030 0.300 0.167 0.167 0.1/7 0.167 0.167 0.167 7.417 0.417 214.0 71110 3.2.0 0.000 0.250 0.000 0000 0.000 00000 3.753 000.0 1.117 7.107 3.9.1) 2.50 00.00 00.000 0.177 000 to 66000 000 to 6 600 0.000 7.003 4.0 . ... 0.00.0 9.11.9 0.111 0.00.0 C 1 5 1 2 7 10.0 11/1 11/10/04/100 3.167 0.333 1.44.0 74.6 . 117 3.27 1 3.27 H 0.274 000\* 3.117 0.117 0.1 3 0.259 3.250 7.1.0 7.107 1.1167 1.167 0.157 0.167 3.1 0 0.000 3.390 7.000 1.417 000.0 0.017 0.101 3.003 3.000 (0.0 0.00.0 7.417 2.137 0.11/2 6.27 / 0.250 00000 27106 77107 70167 00000 7 4 4 7 7 4 4 4 7 7 4 6 4 7 4 4 4 7 . . . . . . . . . . . . . . . . . 3.607 0.003 C. 283 C.003 C.330 .000 · · · 3.417 3.417 9. 14 C 6: • 1: 0.000 9. 1 0.131 C.117 3.017 3.017 ..... . . . . .... . . . . . . . . . . . . . . . . . . ; ; · · · · · · 101.6 751. (10) 6.107 ( , ( \*, . . . . ·• 0.531 N. 7.731 . ( , , 0.167 0.17 7 . . . . 5.17. .... 0.010 · · · · · 0.417 1.41 . . . . . ÷ : : 9. . . 6 . . . . .1.0 0. 3 2 3 6 4 7 4 1 0.417 0.417 0.00.0 ,,,,,, 9.16.7 5.16.7 . . . . 0.00 -----0.117 3.417 0.11.0.113 9.417 9-157 2.243 2017 1 16 0 C. 177 0.1.0 7:11 *:* ; 0.275 3.000 0.000 0.147 1.04 1 0.127 2.1.6 0.417 241.0 2.167 1,000 7.117 610.0 0.157 . . . . . 0.11. 0.000 0.333 0. 375 7:137 F & 7 °C 0.292 0.105 3.11. 0.117 · . . 0.417 116.0 00000 0.114 7.167 0.0.0 110.0 2. . . 0 3.333 0.333 214.6 9.417 0.147 0.2.6 3. 3.5 91010 F 70 . 0 0.000 0.000 0.208 0.167 2. 157 0.209 0.043 0.113 0.160 0.034 1.100 1.0.0 0. 15.7 0.00 3.000 0. 157 £0.00 . . . G• 167 c

TABLE B-11

בארנה מזהכה

THE RECEDENCE OF THE TAINING THE STATE OF TH

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	·	۲.	*	S	હ	•	4	o	10	=	~	Č.	7 -	2	÷.	1.7	<u>r</u>	5.	33	2
•	0.057 0.	.0 211.	. 176	7-115 0-136 3-157 0-157		0.157	,,0,,	3.065	0.037	3.374	, 920.0	3 7 %	3.141	1 + 1 - 0	C. 1C 1	10110	.01.0	0.103	0.057	476.0
4 . O.	0.125 0.	0.2550	2.,00	0.150	C+1+3	0.150	0.1.0	001.0	0.1.0	001.0	0.103	( (1 • )	1.19.	3.143	0.350	11/2-0	0.33)	0.330	C343	0.383
5 6.	610	7.034 Q.	0.344	0.050	056.40	0.00.0	0.00.0	0.0.6	0.000	0.000	, 906.46	0.55.0	(00"	0.0.0	0.000	9.633	0.00.00	0.000	0000-0	0.00.0
· 0 4	0.103 0.	0.707 6.	0.0000	062-6	1.203	0.1.0	0.100	0.1.0	0.133	0.1.0	00.00		(,,,	0.000	0.000	160.6	000-0	000.0	0.00-0	606-0
4.5 0.	0.130 0.	0.200 0	0.179	0.150	C-150	0.150	0.150	0-150	051.0	0.193	0.183	1 0 1 0	0.1.5	6-1-3	0.133	0.133	9.133	0.133	6.0.0	0.093
AV 3.	3.000	,0 (10.0	00000	0.000	00000	0.000	010.0	0.0%	0.233	00000		0.000	064.5	0.13	3.303	3.17	4.363	C v C · · ·	00000	6-113
0 7	۰٬۰۰۰۰	1.351 3.	0.076	5.103 (	0.123	0.1.0	0	210.0	210.0	0.000	, 0 .		6.10	٥٢٠٠٠	3.000	0.000	0.0.0	0.00.0	0.00.00	. 103
٠, ٦	7. 674 3.	3.153 9.	2.15, (	0.150	0.150	0.15)	0.173	( 1 1 5 )	0.133	7:13			. 133	<del></del>	000.0	100.0	553	5000	. 222.0	000
	.125 3.	3.249 3.	3.724	000.0	3.230	010.0	c. 133	0.100	2.00.0	000.0	0 • 0	· · ·	· .	· · · ·	(00.	0.0.0	00000	0.00.0	.0.0	` , , , .
•	. c cc	۲, ۲	1.222	3-200 (	0. 200	0.233	0.11.0	0.1.0	0.100	2.17	1	·.	· :	· · · · ·	\$				٠٠١٠,	· ::
1 6	0.125 3.	3.250 0.	0.747.0		0.207	5.203	0.241	0.284	6 - 6 - 0	0.11.0	-			?::	0.163	0.13	G - 1 F 3	0.133	00000	.50.
34 D.	0.075 0.	0.150 6	0.100	0.107	7.107	0.100	0.000	000.0	0.0.0	0.0.0	3.10.	· · · ·	÷.	,	0000-0	2.0.00	100.0	0.777	, 3,013	((6.0
1 4 0	0.125 7.	0 187.0	0.257	7. 707 .		6.893	3.31 /	515.5	0.317	0 - 11 7	. 444.7	K 47 . 0	2 C	<b></b>	1.4.7	0.4.7	0.44.7	6.1.7	•	
£.9	3.100 3.	3.277 3.	0.000	1.203 6	000.00	0.233	00000	(30-3	0.000	0.00	,	· ( ) • (	622 :		60000	0.000	3.1.5	6-11-0		
3	675	0.150 0.	00110	0.050	0.050	0.00.0	0.0.0	0.000	0.303	0.00.0	•	<i>:</i>	· ·	212.	2.260	01.000	٠,٠٠	0.0.0	3.3.	· '.
35 01	540	9.159 0.	0.125	2.103	0.100	CC1 +5	0.133	001.0	0.217	(5, *6		· ·		3.313	004.	0.53.0		7.500	- n - n - j	
0 * 0	0.000	3.190 3.	0.000	P. 0.0	San.0	1 60.0	0.00.0	000000	0.000		· ;		•	;;	00000	0.600	0.17		, ( •	-
ن 7 يا	6.130 3.	3.200 0.	0.217	3.243 (	6.233	0.233	1.2.6	-	161.0			,	- :		3.11.7		6.133		•	• • • • • • • • • • • • • • • • • • • •
£4 0.	0.100 3.	0 (66.6	0.176	3.150	0.155	3.151	0.00.0	200	00110	5.1.23	:			:	£	~ • •	5.113	3.331	7.0.0	: : :
٠٥ c،	000	0.000.0	0.025	0.040	0.050	0.35.0	0.033	000.00	6.000	, ( , ( , )			5.00.0	;	000.00	7:17	;;	0,000	6.000	÷.
.1 0.	576	0.150 0.	0-11-0	0.133	0.100	0.100	0.000	64033	.01.0	3.1.5	1.151.	2.15.7	1. <b>1.</b> 4.	?::	3. 7 30	:	* •	· · ·	; ;	·:
FT 0.	n.097 0.	0.193 0.	0.157	0-130	6.135	C+ 1+3	3.112	511.0	4 - 2 - 0	3.520	7.27t.	3. 3.5		Ç	3.5	****	~ ~ .		50%	
6 70	0.053 0.	0.137 5.	0.142	0.174	0.178	4/1.0	9.176	0.178	2.194	24.0	:	1	:· ;		0.3+7	1.1.17	6	1.26.7	.:1:0	1.1.1
i i	0.050.0	0.100 0	0.000	00000	00000	0.000	0.00.0	000.0	000.0	. 660.0	210.0	0.00.0	0.00.0	010.0	3.300	0.000	0.00.0	0.000	000000	0.00.0
H 0.	0.125 0.	0.250 0.	0.767 0.283		0.283	0.243	0.243	0.283	0.233	0+233	0.231	0.233	8,200	0:12	0.163	7.143	0.142	C+1+0	C-133	621.0
10 0.	0.125 0.	0.250 0.	0.267 0.283		0.263	0.283	0.267	0.267	0.217	0.150	. 041.0	3.153	0.23:	1.713	0.1.7	583.0	0.133	0.123		0.133

0.000 . 36.0 6.0.3 0.000 00000 0.250 0.181 C 1 C 3.750 001.0 0.033 0.000 0.250 00000 441.0 \$10°0 0-123 000000 000.00 0.000 0.00 000.00 5.1.0 00100 C • 207 0.000 0.353 06000 0.000 0.000 00000 20000 0.133 0.00.0 000000 0000-0 0.2.0 00000 3.27: 2000 0.170 0.233 0.000 0.0.0 0.00 0.0.0 0.333 0.330 0 5 E . C 000.00 0.223 00000 . 20.5 .... 3.116 5000 0.030 0.233 00001 0.133 0.571 10000 .... 0-13 0.00 3.630 675.6 2.243 50000 0.000 \ . . . . \ 0.00.0 0.75,3 3.2.13 0.000 1.001 3.112 0.000 0-159 C. 7.7.7 0.000 D . . . . 6 2000 0110 C: 133 0.150 156.0 0000.0 0.1.0 0.000 C- CO) 0.250 ر ن ن ن 30 .0 000.0 0.112 0.000 000.00 0.750 001.0 00000 7.35 C 00000 7.604 0.0000 0.000 0.103 0.103 146.0 , (,,, 0.10) 0.243 1.333 0.150 0.000 0.36) 000-0 0.23.0 0.033 0.003 3. 153 3.15) (0.0 0.000 3.215 . . . . . 3.12 00.0 6.233 0.143 0.000 000-6 0 - 15 ) 0.00.0 3.712 1,0,0 0.000 0-11: 0-114 0-126 0.350 3.100 0.000 3. 23.3 0.000 3. 33 0.013 1.757 2.013 0.150 0.100 . . . . ( 50.0 . . . . . . . . 0.13 . . . . . . 3.730 0.030 0.25) 0.003 0000 0.13 001.0 0.1 \ .1177 0.363 0.000 0.3%) . . . . . (,0,, 0.1.0 0.100 . ... 031.0 560.0 3.193 .... , , , . 3. 0.0 0 11 0 000000 6.25. 0.000 ?:... 0.000 0.100 050.0 1.003 0.763 0.100 2000 0.00 0.00.0 0.000 3.143 001.0 3.1.3 0.000 0.355 1.00.0 0.50 0.00.0 . 32. 9.114 0.11 7.11 0.150 0.103 ... 0 - 117 2.100 0.1.0 6.1 1.3 0.00 3.1.7 0.317 41. 0.1.0 0.000 3.192 6000.0 00 100 3.300 0.00) 66...5 0.70 0.1.6 15. 17 0.342 0.042 0.347 00000 00.0 0000 0.15) , 1, 10 , 3.643 O. Cat. 1111 00000 11, 00000 0.1303 ... . . . . ٠ ر ٦٠ 00000 (56.) 7.703 0.1.0 -----00000 0.100 . (50.5) 0.033 0.117 0.003 6:::0 71.0 ((()) 0.317 3. 7. 3 1.1.3 0010 (11.5 011.0 5.1.0 6.13 3.1.1 1.1. . . . . 0.00 0.00.0 0.101 06.0 2.60.0 6.00 0.740 7.1.7 0.341 .... 7.000 0.243 2.0.00 C 12 3 0.053 . 333 5.1.5 . . . . . (:1:) 6.000 6.7.1 . ... 0.150 . ... 0.076 ... . . . . ..... ). I )c · . 5.043 0,000 \* \* . . . . . . . 0.11.0 0.000 ..0., 0.130 0.00.0 (· ·) 0.1.0 0.00 2.15% 2.330 3.015 0.243 3 / 2 \* 0 . . . . 001°C . 4 . 0 0.153 # P C • € (01.00 540.00 5.643 0.076 0.10 0.000 0.000 0.100 いない ひいつ 0.750 00:00 9.1% 0. 7.0 0.100 3.717 000.0 0.257 4.0.0 0.717 C+0+0 . 1 . . . 0.325 0.000 1.124 490.0 0.100 0.100 0.100 0.145 9.300 0.001 3.104 0.0.0 3.773 0.1.0 0.000 1.173 3. 33 . , , . 66.0 . . . . 3.230 1.1.7 5.1.1.0 3.1.33 0.2.0 3.250 002.0 2-176 0.05) 0.00 0.000 . . . 0.133 0.05 V10.0 0.100 0.000 0.150 0.750 0.135 0-125 2.135 3.02.5 0.125 0.036 · : · c 0.135 0.03 3 ž 37 2 ٠,

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TABLE B-12

BONUS PERIODS
(SELECTIVE REENLISTMENT BONUS PROGRAM)

Bonus	Bonus Period
73 B	.5 FY 74
74 A	FY 74
74 B	.5 FY 7; + .5 FY <b>75</b>
75 I	FY 75
II	FY 75
III	FY 75
Ιv	FY 76 I
76 I	FY 76 I
II	FY 76 M
III	FY 76 TO
IV	FY 77 I
77 I	FY 77 I
II	FY 77 M
111	FY 77 M
1 V	FY 77 M
78 I	FY 78 I
11	FY 78 M
111	FY 78 M
IV	FY 79
79 I	FY 79

### TABLE B-13

在是是多的最终的是更多的。 1000年,1000年

AGGREGATE MONTHLY BONUS FACTORS
BY RATING AND TIME PERIOD
PERSONNEL CATEGORIES II AND III

.... .... 80.0 . 4... 0.160 . -3.166 1. 10 4 3. . . . . . . 6.6. . . . . . . . . . --. . . . . . 7. 13.2 G. 212 0.0' 1 0.0' 1 0.01 1 0.0' 1 0.0' 1 0.0' 1 0.0' 1 0.0' 1 0.0' 1 0.0' 1 0.0' ;;; 6.0.0 047.0 < 1. 10 . 10 . 10 . .</p> 212.00 ..., . . 77. 0.313 0.331 9-111 0-416 0-410 0-250 0-250 0-250 0-259 7.1. . . . . . . . . . . C 3, 2. 6 10°0 0 0 0 °C 0 110°0 100°0 100°0 100°0 100°0 . . . . . . 7. C. 1 3.037 • .... 0 ..... E + 0 \* C . I . D . C . . TABLE DOORS SEC. ÷: 0. 181 0.215 0.275 0.270 0.270 : .: . :: ; 4 80.00 £ 10.00 £ 60.00 1.5.0 0.518 0.188 0.332 0.036 7.213 0.21 0.21 C.C. \*\*\*\* C 675. C 65. . . . 1 . 0 - 3.0 - 10.0 × 1.0 × 1.0 × 1.0 11.6 25.4.6 223.4. 04.4. • • • • • • • ÷ 0.416 0.416 6.110 3.26 (1.55.6) \*23.0 10L. . . . . .... . 00.7 0.0% .<del>.</del> : . . . . C . . . . 5. . . . 0.416 ? (62.0 · · · ... -: ... 0.041 0.241 0.144 0.193 0.000 . . . . 0+373 0+132 C+177 3.381 6. .. . . . 0.0A7 0.0A3 \* \* \* \* 1 0.1.3 3.7.41 0.1.1 0.383 0.117 0.717 0.211 (.131 6.131 0.643 6.041 ).261 0.250 0.450 0.163 0.354 0.261 0.164 0.194 1.4 1. 0.412 0.116 0.624 0.833 0.500 0.500 0.400 0.500 0.416 0.416 0.132 0.131 1.333 3. . 6 5.... - : • ; 1.0.6 . . . . . . . . . . 0.410 0.416 3.75 00.0 1:11.0 0:550 10. " 10. " 7.341 3.197 3.1. 0.00 3.177 3.146 0.043 0.083 0.081 0.093 0.7.0 . . . . . ·, 0 - 13.3 0.001 0.001 3.001 G. 130 0.00 000 000 0 000 000 ۲۰٬۰۲ . . . . . . . . . . . . . 0.175 J. .. ! 0.0" ! 0.053 ٤٠, 0.415 0.713 0.166 C.CAT C. 023 0.093 0.CP3 0.CP3 0.937 0.500 0.500 0.500 0.500 0.500 0.500 0.710 0.111 0.311 0.250 0.250 0 133 Ev. .0 11.00 62, 63 (20) 3.252 0.043 0.083 1.250 0.250 0.250 0.250 ر ، در 20213 62336 6440 64640 . . . ..... S. .... 0.000 000.00 111.0 (12.0 (40. • 0.203 0.083 CO 4 - 1 - 4 CO 4 CO \*\*\* 0 414.0 414.1 0 . 323 3.41% 3.416 . . . . . 0.333 9-100 3.7.5 3.4.0 7 .0 .4. .0 0.415 r, r, •, .... ... .... 0.414 .... 0.150 0+550 0+241 1-243 0+240 P. 14' 0. 14' -2.5. 0.:6% 3. 117 6. 114 9. 130 . . . 0 3: 2.756 ..... 0.33 0.25 (1 2 2) 2.100 3.3.3 3.208 0.1er 0.417 9.312 0. 151 ... 9. 7.410 O.41r .... .1.0 1.043 0.125 1 60 0 0.411 0.527 C. 644 3. 175 0.411 3.414 0.11.0 21+10 3. 3. 3. 3. 10. 767 1 1 1 7 10 1.253 0.4444 0.315 148.00 C. 4. 3 C. 5.33 . 250 ... <u>;</u> C. 4.7 0.414 7.65. 0.177 20000 0.4 3 3.660 P 11 0 20000 000.0 4 2 3 1:1:0 1 3.341 0.50) 3.013 0.115 6-5-6 0.044 . . . 6.6. 1. 3.0 0.791 5.4.0 0.376 0.249 2-533 7. 175 1.4.0 0.301 0.624 .c. 140 041.3 0.034 3.015 0.033 3. 25 5 0 . 174 0.416 · · · · 0.333 C. 043 0.25.0 3.75 . . . . 114.0 5.043 123.0 5.4 5.043 0:10 0.250 0.333 0.235 0.250 0.2.0 Z ż 3 ٤. 3 5. 10 7.7 4 ١, ¥ 5

0.244 0.111 0.240 C.250 0.250 0.250 0.250 0.250 0.250 0.250 0.041 0.044 0.044 0.047 0.274 0.044 0.043 0.043 0.043 0.043 . . . . . 0.013 C. CA3 . . . . 0.073 0.083 0.416 0.0 1 0.0 1 0.0 1 0.0 1 0.0 1 0.0 1 0.0 1 1 0.0 1 1 0.0 1 0. 0.00. 0.00.0 0.2.0 0.093 0.07.3 5.0.0 6.68. C . 4 03 6.213 002.0 0.500 0.344 0.040.0 145.0 0.410 0.043 140.0 665.0 1.0.0 9-213 0-11° 0-10° 0-10° 1-20° 0-20° 1.60.0 0.044 0.093 C.C. . .... 10.04 . 00.0 00000 0.400 0.746 FEE .0 FFE .0 0.50) 3.416 0.416 0.416 0.416 0.083 3.16t 3.14t 3.18T 3.0Bt 0.9Rt 0.000 0.25.6 0. ... 0.085 0.083 L 0 3 . 0 0.500 0.033 601.00 0.0H \$ 0.421 3.500 124.0 0.250 0.043 0.250 C. 2\*0 0.250 0.6"1 9.043 10000 0.4.00 004.0 . NO.C ..... 0.043 CC'. 0 0.503 0.7.0 0.041 0.043 0.00 1 1.00 1 0.00 0 CHO 0.00 1 1.00 1 0.00 0.00 0 0.084 €...s 0.048 0.041 0.041 0.041 0.040 5.733 0 131 0 133 0.003 0.04! C.CP. 0.011 0.047 0.041 0.083 0.133 6-7-5 0.750 ٥٠٠٠ . . . . . 0.530 . ..... 9.982 065.0 0.440 0.643 0.2.0 1.00.0 0.500 3.981 0.416 0.133 0.2.0 111.0 3. 2. 2 0.500 0.043 0.426 1.76.5 314.0 3.333 0.250 0.500 005.6 505.0 005.0 1 0.04 0.0311 2.41. 0.250 6.250 0....0 . ..... 000.0 C+0+3 1.044 0.100 0.476 1.7.1 0.250 0.3HI 0.0HI 0.0HI 0.0HI 00.00 9.424 0+145 1-1 1+ 3+042+0 \* 44 . . . ..... 6.1.0 0.1.6 816.0 C .... 50000 1,000 F. F. C · · 000.0 3.033 0.043 J. C. D. C. 1 0. CP3 0.410 . . . . 0.043 0 . 3.3.3 7.2.17 0.041 ).341 0.500 0.043 00:.\* 10.00 6.173 · · · 005.0 F. P. C. O 0.073 0.131 2.041 8 40.00 0.250 . . . 0.250 0.7.0 00% 0 0.047 00000 00:..0 092.0 C40.0 11:0.0 0.400 3.400 9.69. 0.7.0 .... 7,311 3.25.0 0.04.0 7.213 3.243 1.1. 0.500 0.253 0.949 002.0 7. 14 H 7. 17. . 1 4. 0.500 0.414 0....0 7.043 0.10 210.0 0.7.0 014.0 1.63.5 3.413 6.153 0.416 0.300 0.043 J. 983 ÷::: 010.0 010.0 901.0 6.2.30 0.415 004.00 2. 24.3 0.166 0.11. 0.7.0 .1 4. 0.250 0.415 5 27 0 7.7.9 0.1.0 01,.0 141.0 ::: 00..3 0.416 00:.. 6.041 0.75.0 9.166 3.0.0 0 2 4 5 0.1.3 110.0 00..0 0.750 0.10 0.415 0.10 ر: ۲۰ 0.189 0. 300 7.000 0.416 00.00 05000 6.415 0.415 21000 0.184 ::: 921.0 , i.i. 0...0 3.203 000.00 7.11. 0.566 9.044 9.466 0.565 9.46R 644.0 0.41.2 0.120 1.520 1.500 ((4.1 06 9 9 9 0.219 1. 1.3 7.7.4 3.624 1.60.0 461.0 0.497 0.133 3.634 0.50 3.231 , . . . c 0.416 0.111 0.051 6. 533 0.001 0.11 0.011 2 1.6 .0 71.2 .0 0. 344 30100 0.134 3.00.0 5.043 . . . . 0.415 0.415 3.416 . . .

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## AGGREGATH OF HERIUS PLANS : CATEGORY 111

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	-	~	n	4	ស	¢	^	œ	σ	01	-	f•	2.5	4-	13	9		9 1	67	50	2.1
÷	0.130	0.206	0.264	0.20A	0.279	0.729	0.230	0.167	0.107	0.100	0.144	0.149	0.148	0.213	0.713	0.175	971.0	0.176	0.176	0.174 0	• 1 2 4
7	0.272	24.1.0	5.54.0	0.272	0.222	0.720	0.222	0.177		0.175	0.172	0.173	0.172	, . ; , ,	0.255	0.372	0.172	3.372	0.372	0.450	954-0
4.0	c/0 ·	001.0	0.129	0.116	0.122	0.122	0.122	240.0	0.072	0.072	0.072	C + 2 + 2	0.012	0.072	0.172	6.0.0	0.072	0.072	0.072	0.072	0.072
ų.	0.227	0.322	0.44.0	0.272	24000	0.273	0.272	0.172	8/110	0.112	3.172	0.073	0.07.	0.072	0.020	0.010	0.070	0.072	0.072	0.072	0.075
*	0 - 172	261.0	0.422	0.747	0.222	0.222	0.222	0.222	0.222	0 - 22.2	0.255	6.2.3	C 4 + c	20000	055	0.00.00	0.206	0.200	902.0	0.155	0 - 1 5 5
>	0.0.5	0.072	5 0 S	9.012	9.972	0.372	0.072	0.077	0.072	0.072	0.012	0.070	¥ 4 5 + 0	0.072	6.672	0.072	210.0	0.012	0.070	0.072 (	0.072
3	2.173	2.150	0.130	7.14.	0.172	0.173	9.17.	* 10 * 0	0.089	0.40.0	3.11.			21006	3.50.0	0.672	216.0	0.010	0.072	0.070	210.0
Ç	0.172	145.0	0.322	366.0	0.222	0.273	0.200	4.277	6.32.0	0.172	0.172	6.172	6.172	3.172	0.172	0.070	0.372	0.077	0.072	3.07.2	0.072
Ş	0.272	161.0	0.502	7.207	0.272	0.272	0.272	0.172	6-172	0.072	210.0	0.073	0.072	516.0	0.072	0.010	0073	0.072	0.072	0.122 (	0.1.22
. 4	0.222	642.0	0.422	9.272	0.272	0,210	0.272	0.000	0.223	9.17.	0.1.0	0.17.2	2.1.0	, , , , ,	0.7:20	0.272	0.272	0.472	0.215	0.222	0.222
*	0.272	102.0	665.0	955.0	0.356	0.356	0.156	0+339	0.356	901.0	0.227	٠. د. د	25.0	3.5.0	0.122	52110	0.172	0.255	0.755	0.272 (	0.272
2	0. 372	0.197	610.0	0.1.0	0.172	0.17	0.172	0.072	0.070	0.072	220.0	9.17"	1.17.	3.1.3	6.175	0.010	0.030	0.072	0.070	0.072	0.072
;	0.272	101.0	5 65 50	08.8.0	0.356	36.40	651.5	0.180	0.199	0.199	0. 589	0.000	65.00	:	0.511	P.5.0.0	0.5.13	0.5.44	0.535	0.00.00	202.0
7	9. 172	5.3.5	0.422	0.272	0.272	0.332	0.272	240.0	0.072	5.075	0.072	0.377	3.37.2		0.072	640.0	9, (172	0.072	6.012	0.072 (	6.0.0
CC	0.172	3.247	0+322	0.172	0.122	0.122	0.122	0.012	0.073	511.0	0.072	0.072	3.07	1.272	0.073	3.072	2/3-3	0.074	0.072	0.155	0.150
e c	0.172	0.547	9-322	0.197	0.172	0.173	3.172	51175	0.172	0.249	20000	0.32.2			.0 * 0	0,000	6.572	C.572	6.572	0.572 0	0.572
2.	0.072	3.172	6.60.0	0.164	0.155	0.15%	c#1.0	0.072	0.079	0.072	0.073		0.070	3.043	0.072	22010	0.072	0.072	276.0	0.072	320.0
) !;!	9.272	0.322	3.422	0.240	30L "6	0.335	3.395	9.395	0.17	3.755	3.57.0	2.73.5		5.25.3	9.349	96.5.	002.00	0.5.0	007.0	0.10%	3.135
T	0.272	0.322	0.432	0.247	C. 272	0.222	9.223	0.070	0.072	0.172	302.0	90	202.0	00000	3.306	6.01.0	0.101	0.105	c. 105	C. 105	0.106
r.	0.072	0.072	5.075	40.000	261.0	0.122	0-122	0.072	6.070	3.972	0.072	0.073	0+372	510.0	0.072	5.000	0.000	210.0	0.077	0.072	0.072
ET	0.172	0.247	0.322	0.214	0.206	0.172	0.172	0.072	0.012	0.17.	3.222	0.222	0.222	3.222	0.58.	0.272	0.272	6.322	0.322	0.272	0.272
	0.220	1 67.0	0.190	5000	0.203	0.00	0.202	0.151	0.151	201.0	0.344	9. 53 4	9.44.5	1000	0.404	041.0	0.4.0	0.425	0.425	175.0	
2,	0.163	P. 201	757.0	0.215	0.250	0.750	0.253	0.250	0.750	0.270	011.0	0. HA	0.313	1.343	0+343	2.349	0.339	0.339	0.334	0.230	0.230
ĭ	0.172	0.172	0.222	0.122	0.072	0.072	0.072	0.072	0.072	0.072	0.072	9 40 . 0	210.0	3.372	0.672	6.0.0	0.072	0.072	0.072	3.072	0.072
14.3	0.272	0,397	0.522	\$61.0	0.356	A. 354	0.356	0.356	0.356	0.305	0.105	0.305	0 - 305	512.00	0.305	0.255	0.255	3.255	0.255	0.236	0.206
¥.	0.272	0.397	6.522	0.329	0.754	0.356	0.356	0.339	0.339	6:2:0	0.222	0.23	9.7.2	9.335	005	0.206	90000	902.0	902.0	0.206	902.0

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0.072 3.072 6.017 0.322 3.072 0.072 0.200 0.072 2.075 0.101 0.172 0.072 0.072 0.072 0.072 0.086 3.34r 03640 845.0 141.0 0.700 3.072 0.322 2.00.0 0.765 C. C.3.3 0.000 5.012 0.072 0.206 0.072 0.072 0.072 0.305 0.305 0.072 0.012 C - 322 C.C72 00000 0.072 0.072 0.072 0.184 0.185 0.140 0.072 0.072 0.072 0.077 0.072 C.072 0.072 C . 4 2 2 0.222 0.072 0.322 0.072 1110 5.672 0.072 0.072 0.072 0.072 0.422 0.072 0.425 0.072 0.222 0.305 0.072 0.756 0.072 0.072 0.427 0.172 0.072 0.706 0.172 0.072 0.072 0.427 0.020 0.322 0.072 0.294 0.284 0.294 0.168 0.181 3.072 0.072 0.172 0.227 0.305 0.305 0.017 0.072 0.072 0.255 0.266 0.017 0.077 0.072 0.072 0.072 0.075 0.072 0.072 0.350 0.356 0.077 0.072 0.422 0.172 0.172 0.172 0.422 O.127 0.172 0.672 C • C 7 2 0.072 0.422 0.072 0.222 20.0 (10.0 0.072 6 472 0.322 0.172 3.305 0.072 5.012 0.255 0.172 0.012 0.072 0.072 0.422 210.0 0.322 0.072 6.35.0 3.243 4.00 001. 0.214 0.116 0.707 0.737 0.297 0.77 0.077 0.072 0.072 0.077 0.077 3.1 1.5 0.272 7.322 0.372 0.172 0.172 0.172 0.073 0.072 0.172 C. 172 0.335 0.013 0.072 0.255 9.072 2.000 3.422 0.077 0.722 0.072 0.771 > 0 2 2 9.172 4.40.0 C + 02 7 7 0.771 0.043 0.077 C - - - 5 0.146 1111 0.072 0.403 2. 11.0 0.070 C.C72 0.37. 9.50 7.322 0.322 0.072 0.072 0.255 0.172 0.17. 0.257 3.072 0.055 0.072 0.477 3.372 3.672 0.33% 34.34 3 4.34 34.24 34.24 34.24 N. 27 0.022 0.072 0.072 0.114 0.1Pc 0.072 0.172 2.17. 0.072 9.072 0.327 516.0 700.0 71110 71117 155.0 9.22.2 6.17.3 6.17.2 6.17.2 6.17.2 6.17.2 6.17.3 5.17.2 0.339 0. 120 0.17. 0.072 5-172 0-122 0-172 0-172 0-222 0.115 1.135 1.254 0.249 1.734 C. 206 3017" 0.389 9.372 235.0 3. 153 Parties 3.161 3. 164 0.222 0.072 040.0 1 0.017 0.07 0 07 1.0 0.103 0.072 0.017 0.07 0.077 0.077 0. 100 6.300 9.17. 0.27. 0.012 0.149 6.113 \.114 7.37 . 0 . 17 . 0 . 077 34171 04011 04072 3.172 0.77. 0. 77. 0.205 1.7PM 0.3HG 210.0 .15.1 0.122 0.11' 0.17? 0.255 1.77 0. 197 0.727 4.174 4.174 0.727 0.277 121.0 0 • ... 5 3. 103 0. 15.6 . . . . . £ .: 0. . . . 7 <del>( )</del> ٠, ١٠, 3. 334. C. 172 501.0 612.2 612.0 : -: . 14. 610.0 617.0 1.131 201 401 101 105 0.750 C. 756 .... 3.70 0 - 172 0.132 0.105 0.172 C.177 0.177 מצנייט 0.151 906.0 0. 10% 2.1.0 7. 17. 3.121 0.319 0.249 0.072 0.330 0.172 0.173 400.0 7.2HG 9.5.6 661°0 0.17. 0.243 7.76. 0.372 0.175 0.190 0.257 7.773 0.133 0.174 0.522 0.552 0.120 0.522 0.4.0 640.0 0.322 2000 0.222 0.072 0.522 3.173 0.012 3.177 0.222 5.173 2.423 6. 100 0.472 2,314 0.172 0.197 44.L 0.012 0.077 0. 107 0.197 0.172 11.000 0.397 0.073 0.172 0.077 0. 122 7.61.6 7,17 0. 34 5-12-0 LN 0.072 0.200 £ 072 0. 22.2 0.077 0.227 0.212 .. 072 0.104 001.0 0.072 0.072 0.072 0.272 0.372 9.77 116.0 0.106 0.157 2 Ž, Š ć 7 ã 3 į ž 'n ï 7

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## TABLE B-14

# PRIVATE SECTOR EARNING BY SIC. (STANDARD INDUSTRIAL CLASSIFICATION) CODE AND TIME PERIOD

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-	77.6.50	•	•	37.57	17.67.1		77.34.78	61.013	K (	3 5 7 2 4	401.19
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-	10101		1155.17	1.2313	1	27.510	750007	24.30	112.004	61.2.45	113.27
t*	1191.77	5. *. ec		11:34.67	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	15.00.	k - *: - 7	605.17	721.00	(17.54)	16.504
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·.	11:55.47	••••••	1 22 7 60	1,300,39		1 2	153.	424.12	24.47	714.17	434.47
r 			11 *, * 11	1 1 1, 34	•	1373.10	7	12.00	10000	4.7.1.	· · ·
ζ.		1 1. 1	• • • • • • • • • • • • • • • • • • • •			:	:	• • • • • • • • • • • • • • • • • • • •	:		•
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¢.	10.171	1 413.33	,	1 7 . 64	1.4.7.4.	•	:				•
ç	1:11:57	at the 1	. *, 5, 1	11,74.17	11.11.11	11121		7.11.	4 . 34 . 7	٠٠٠٠	11-4-12
1,	1255.64	1 141, 25	1.4.1.1	16.20.01	47,303	-			4.6.8.00	. 7.72	:

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orutos	16.8F (A	:	:	<i>:</i>	t <b>T</b>	7	3	:	); :		• 0 • 5	4
	774.23	950, 93	111	62.00	16.000	St. • Alle	16, 00. 9		4.15,4.19		64.44.4	640.03
te	779.01	47.50	. *		916.71	こと・さたな		26.111	• , *. •	<i>:</i>	67.87.	1000
۴۰	16.20.01	1	• • • • • • • • • • • • • • • • • • • •	1	. * *	F 4			17	•	-:	10.6.30
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TABLE **B-15**TIME PERIODS FOR OBSERVATIONS

(1)	(2)	(3)
1. Jan June 1973	1. Jan June 1973	1. Mar June 1973
2. July - Dec. 1973	2. July - Dec. 1973	2. July - Sept. 1973
3. Jan June 1974	3. Jan June 1974	3. Oct Dec. 1973
4. July - Dec. 1974	4. July - Dec. 1974	4. Jan Mar. 1974
5. Jan Mar. 1975	5. Jan June 1975	5. Apr June 1974
6. Apr June 1975	6. July - Sept. 1975	6. July - Sept. 1974
7. July - Sept. 1975	7. Oct Dec. 1975	7. Octo - Dec. 1974
8. Oct Dec. 1975	8. Jan Mar. 1976	8. Jan Mar. 1975
9. Jan Mar. 1976	9. Apr June 1976	9. Apr 'une 1975
10. Apr June 1976	10. July - Sept. 1976	10. July - Sept. 1975
11. July - Sept. 1976	11. Oct Dec. 1976	11. Oct Dec. 1975
12. Oct Dec. 1976	12. Jan Mar. 1977	12. Jan Mar. 1976
13. Jan Mar. 1977	13. Apr June 1977	13. Apr June 1976
14. Apr June 1977	14. July - Sept. 1977	14. July - Sept. 1976
15. July - Sept. 1977	15. Oct Dec. 1977	15. Oct Dec. 1976
16. Oct Dec. 1977	16. Jan Mar. 1978	16. Jan Mar. 1977
17. Jan Mar. 1978	17. Apr June 1978	17. Apr June 1977
18. Apr June 1978	18. July - Sept. 15/8	18. July - Sept. 1977
<b>19. July - Sept. 1978</b>	19. Oct Dec. 1978	19. Oct Dec. 1977
<b>20. Oct Dec. 197</b> 8		20. Jan Mar. 1978
21. Jan Mar. 1979		21. Apr June 1978
		22. July - Sept. 1978

#### TABLE 3-16

### QUIT RATES AND RELATIVE COMPENSATION BY PERSONNEL CATEGORY IN NAVY RATINGS

#### **Explanations**

I, II, III, IV: Personnel Categories:

I: Under 42 months of service

II: 42-48 months of service

III: 49-143 months of service

IV: Up to 143 months of service

(All personnel included in I, II, and III)

Time: 1, 2, . . . , 22

Consecutive Quarters: 2nd Quarter of 1973 (Time 1)

through 3rd Quarter of 1979 (Time 22)

Q: Quit Rate: Percent quits per year

(See Table A-1, Appendix A, for separation

codes included)

W<sub>b</sub>/W<sub>p</sub>: Relative Military-Civilian Compensation

where  $W_{k}$  = mean Basic Pay for the Personnel Category

in the Navy Rating

and  $W_n$  = private sector earnings in the SIC code

equivalent to the Navy rating

(See Table A-2, Appendix A, for a list of SIC codes and descriptions used for each

rating)

W<sub>r</sub>/W<sub>n</sub>: Relative Military-Civilian Compensation

where W = mean Regular Military Compensation and

Bonuses for the Personnel Category in the

Navy Rating

and  $W_p = same as in <math>W_b/W_p$ 

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	IΛ	C	>	21.09	10.73	17.88	15.53	16.51	20.80	23.23	2.3 - 80	22.15	18.30	12.98	14.64	21.64	25.40	24.87	22.34	24.53	24.70	16.73	33.79	42.15	,
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	H	G	y	0.11	7.05	96.9	5.53	5-29	6.27	0.42	5.75	9.11	16-51	7.07	3.85	00-11	14.93	11.90	14.35	13.66	16.35	14.67	11.23	15.45	**
		14	du /Iu	0. 75	0.71	0.70	0.72	0.72	0.70	0.72	0.77	0.17	0.71	0.72	0.76	0.69	0.0B	0.69	0-77	0- 10	0.68	0.73	0.78	0.69	
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			ďπ/√μ																				0.65		
2	r	`	3	24.68	25-31	21.64	13.65	11.07	16.60	22.26	28.95	25.82	12.89	11.89	11.90	60.91	16.48	18.57	14.89	15.13	9.36	6.37	28.08	41.05S	2.04
	Λ		Wb/wp	15.0	0 <b>*</b> ° C	0.49	03.0	0.40	14.0	0.46	0.43	14.0	0.43	94.0	0.40	44.0	0.43	74.0	0.48	44.0	0.42	9.0	0.49	0.43	•
Ś	•		3,	21.09	10.73	17.88	15.43	70.07	20.80	23.23	23.90	22.15	18.30	12.08	14.64	21.64	75.46	24.87	22.34	24.53	24.70	16.73	3.40	42.15	
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	,	7	Wb/Wp	0.50	0.48	0.47	0.48	24-0	200	0.46	0.48	0.48	0.44	44.0	03 *0	0.45	0.45	24.0	0.50	\$ <b>*</b> • 0	***	0.47	0.50	44.0	•
	1	-1	ශ	32-62	71.48	72.80	95.09	95.37	01.63	34.30	67.37	79.31	30.12	10.01	2.71	112.41	41.02	135.17	119.12	115.18	178.88	120.93	54.28	13.95	
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